CANADA

THE LABOUR GAZETTE

Conciliation Board Reports in Shipping Disputes (p. 534, 535)

Published Monthly by the
ARTMENT OF LABOUR
CANADA

Vol. LXII No. 5
MAY 31, 1962

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

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CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

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National Advisory Council on Rehabilitation Is Appointed

A 25-member National Advisory Council on the Rehabilitation of Disabled Persons was appointed last month. The Council will advise the Minister of Labour on any matter he may refer to it that concerns the development of vocational rehabilitation services, or on any other subject affecting the rehabilitation of disabled persons that the Council sees fit to consider.

Provincial governments, voluntary agencies, the medical profession, the universities, organized employers, organized workers and federal government departments are represented on the Council. Members are appointed for a three-year term.

Brig. James L. Melville, retired chairman of the Canadian Pension Commission, is Chairman of the new Council. Other members are:

Representing the Provinces: Duncan W. Rogers, Deputy Minister of Public Welfare, Alberta; Dr. G. R. F. Elliot, Assistant Provincial Health Officer, Department of Health Services and Hospital Insurance, British Columbia; K. C. Mackenzie, Deputy Minister of Public Welfare, Manitoba; G. W. Crandlemire, Director and Co-ordinator of Rehabilitation, Department of Health, New Brunswick; Dr. T. A. Knowling, Assistant Deputy Minister of Health, Newfoundland; H. S. Farquhar, Director of Old Age Assistance, Department of Public Welfare, Nova Scotia; James S. Band, Deputy Minister of Public Welfare, Ontario; Brig. W. W. Reid, Deputy Minister of Welfare and Labour, Prince Edward Island; Gustave Poisson, Associate Deputy Minister, Department of Youth, Quebec; and R. Talbo, Director of Welfare, Department of Social Welfare and Rehabilitation, Saskatchewan.

Representing Voluntary Agencies: Lt.-Col. E. A. Baker, Managing Director, The Canadian National Institute for the Blind; and R. E. G. Davis, Executive Director, The Canadian Welfare Council.

Representing the Medical Profession: Dr. E. W. Lidington, Canadian Medical Association; and Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal.

Representing Universities: Dr. Brock Fahrni, Director, School of Rehabilitation Medicine, University of British Columbia; and Rev. André Guillemette, Director, Ecole du Service social, University of Montreal.

Representing Organized Employers: G. Egerton Brown, Sun Life Assurance Company of Canada, representing The Canadian Chamber of Commerce; and Roy Campbell, Canadian Manufacturers' Association.

Representing Organized Workers: A. Andras, Director of Legislation, Canadian Labour Congress; and Julien Major, Director of Social Services, Quebec Federation of Labour.

Federal Government Departments: Dr. O. Hoffman, Chief of the Medical Rehabilitation Division, Department of National Health and Welfare; E. J. Rider, Director, Veterans Welfare Services, Department of Veterans Affairs; Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour; and C. A. L. Murchison, Commissioner, Unemployment Insurance Commission.

Federal, Provincial Rehabilitation Officials Chart Program's Future

Provincial officials responsible for the administration of vocational rehabilitation programs, met with federal officials in Ottawa on March 7, 8 and 9 to discuss procedures involved in the further development of the federal-provincial program for disabled persons under the new Vocational Rehabilitation of Disabled Persons Act. The emphasis of the program is on the identification through adequate assessment of persons with subsantial disability.

Federal and provincial officials discussed ways and means of offering services under a more co-ordinated program involving government and voluntary agencies.

Plans were made for the extension of services to meet the present needs of disabled Canadians through better vocational counselling and vocational preparation before referral to employment.

The Provincial Co-ordinators also discussed the employment of the deaf and hard-of-hearing with Larry Parker, Executive Director and General Secretary, Canadian Hearing Society.

Ontario Work Injuries

In 1961, injury compensation cases reported in all classes for Ontario by the Industrial Accident Prevention Associations, Toronto, totalled 23,581, compared with 25,253 cases in 1960. The Toronto-York division reported the highest number in 1961 and 1960, with 10,580 and 11,350 respectively for the two years. Grand River Valley division was second.

Vic. Midgley, B.C. Labour Leader, Dies at CLC Convention

Victor Howard Midgley, British Columbia labour leader, died in Vancouver on April 10. He was stricken with a heart attack while attending the Canadian Labour Congress convention. Mr. Midgley was 48.

A carpenter by trade, Mr. Midgley was international representative in Victoria for the United Brotherhood of Carpenters and Joiners from 1946 until his death. He was Vice-President of the Victoria Labour Council and a former Vice-President of the B.C. Federation of Labour.

Mr. Midgley was serving as secretary of the CLC convention organization committee. Delegates to the convention stood and observed a minute's silence after being informed of his death by CLC President Claude Jodoin.

Carpenters' Walkout Highlights CLC's Vancouver Convention

The fourth constitutional convention of the Canadian Labour Congress was held in Vancouver, April 9 to 13. More than eleven hundred delegates attended.

Most dramatic occurrence at the biennial meeting was the walkout by the United Brotherhood of Carpenters and Joiners delegation. The delegation left after voicing a protest that the CLC executive council's report on the dispute between the Carpenters and the International Woodworkers of America over loggers in Newfoundland did not accord "fair treatment" to the Carpenters. Later the council's report was approved by the convention.

Of the 13 committee reports, the one on education, which called for a federal agency to co-ordinate a Canada-wide policy respecting vocational and technical training, was the most hotly debated. Many French speaking delegates objected, in vain, to the recommendation that this agency be made responsible for the "direction, administration and co-ordination of provincial programs."

Other noteworthy decisions of the convention were

—To set up a white collar organizing committee;

—To authorize a special study by the executive council of "the problem of jurisdictional disputes and their solution by arbitration and other methods;"

—To retain the policy of accepting all unions who are prepared to abide by the CLC constitution, principles and policies.

Although for the first time since the founding of the CLC a contest developed for the presidency, Claude Jodoin was re-elected by a wide majority. Joseph Morris, President of District 1 of the International Woodworkers, was elected Executive Vice-President to succeed Stanley Knowles, who did not seek re-election because of his candidacy in the coming federal election.

Also new to the ranks of CLC officers are Bill Black and Ed Sims, regional vice-presidents for British Columbia; Michael Rygus, regional vice-president for Ontario; and John Simonds, Atlantic regional vice-presidents.

A more detailed account of the convention will appear in the June issue.

U.S. Steel Agreement Improves Fringes; No Wage Increase

The United Steelworkers of America and 11 major steel firms in the United States settled last month on terms for a two-year agreement. The new contract—agreed to some three months before expiry of the old—is to run from July 1, 1962 to June 30, 1964. The former contract would have expired June 30 this year.

Although contract terms for the first year do not provide any direct wage increases—in line with President Kennedy's objective of non-inflationary settlements—the general terms provide that the individual contracts may be re-opened after one year for negotiations on wages, insurance, pensions and other contract items. The union also has the right to strike 90 days after re-opening the contract. The cost of the new terms is estimated at 10 cents an hour.

A new feature in the agreement is a "savings and vacation" plan designed to encourage retirement and thus expand job opportunities. The plan will be financed by a contribution by the companies of 3 cents an hour for each worker.

Employees will receive a credit of one week for each two years of continuous service after that date. These credits are in addition to the regular paid vacation provisions.

The credits will be paid, with interest, at retirement, termination or layoff. They may be taken in the form of vacation time deferred until retirement, or on termination or at times of extreme emergency. To encourage retirement, the credits will be reduced by 10 per cent for each quarter the employee works beyond age 65.

The new contract makes improvements in supplementary unemployment benefits, paid vacations, pensions, and seniority and grievance procedures.

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—Employees working less than 32 hours in any week will receive their regular hourly wage for the unworked hours below 32.

—SUB payments will be increased. These two fringe benefits will be financed by a company contribution of 4.5 cents per hour worked in addition to the present 5 cents.

—Increased pensions are provided for employees who are not likely to be recalled after a layoff, and any employee whose combined age and service equals 80 years—or 75 years if the worker is 55 or over—will now be eligible for pension.

—Starting in 1963, vacations will be two weeks after three years of service, three after 10, and four after 25.

—Most employees in the four lowest job classifications will be assigned to labour pools and given preferential job and rehiring rights.

—During the first year of the contract, there will be no cost-of-living benefit changes, but the present 18.5-cent cost-of-living bonus is retained.

—An employee with 10 years of service, if laid off in his own department, will be given preference over new employees for jobs in other departments.

The Human Relations Committee established in the 1961 agreements will have an expanded role. It will continue its study of job re-training, contracting-out of work, overtime scheduling and vacation scheduling. If no agreement is reached on the committee's recommendations, due May 1, 1963, the issues will be negotiated and the union will be free to strike on 90 days notice.

Four days after the agreement was signed, the companies announced a price increase. It was later rescinded, however, after President Kennedy had indicated his displeasure.

In Parliament Last Month

(*page numbers refer to Hansard*)

The Corporations and Labour Unions Returns Act was passed last month. The 1962-63 Budget was brought down during the month.

The new Act (Bill C-38) was given second reading on April 2 (p. 2396), and passed on April 9 (p. 2643). It received Royal Assent on April 18.

The Act requires corporations carrying on operations in Canada to file an annual return with the Secretary of State and unions with more than 100 members in Canada to report annually to the Minister of Labour. Unions with headquarters outside Canada must file information on money received from members resident in Canada from initiation fees; membership dues; health, welfare and death benefit assessments; strike benefit assessments; fines; and work permits.

During the debate on the Bill, the Minister of Justice denied that the Government was seeking to equate the conduct and activities of corporations and trade unions (p. 2442). This criticism had been made by the Canadian Labour Congress.

The Minister of Finance presented the budget on April 10 (p. 2688). The income tax deduction for children eligible for family allowances was increased to $300 and that for other dependents to $550. The Minister said that the increase would completely free about 80,000 taxpayers from income tax (p. 2706).

Extension of the double depreciation provision in designated surplus manpower areas for another calendar year, to January 1, 1964, was announced (p. 2707), as well as a new provision allowing corporate taxpayers to deduct 150 per cent of their increased expenditures on scientific research for industrial purposes, in computing income tax (p. 2708).

Beginning in 1962-63, federal grants to universities will be increased by a third, from $1.50 per capita of the population in each province to $2 per capita, the Minister said (p. 2710).

The Minister announced an estimated budgetary deficit of about $745,000,000 in the 1962-63 fiscal year (p. 2710).

The Prime Minister announced that the Canadian National Railways had decided to amend its pension bylaws so as to improve the calculation of pension for the early service of existing employees (p. 2931). Pension will be increased from 1 per cent to 1¼ per cent for each of the first 20 years of service, and the contribution rate will be increased from 5 per cent to 5½ per cent.

The Minister of Mines and Technical Surveys announced that new orders-in-council had been passed continuing the assistance to the movement of Canadian coal. In Nova Scotia and New Brunswick the assistance is to be widened to include payment of a subvention on all coal shipped, and in Western Canada assistance is to be continued on the movement of coking coal from mines in Alberta and British Columbia for export, the Minister said (p. 2477).

Education and Employment

"Technological revolution brings with it a revolution in the learning process," says ninth study prepared for Canadian Conference on Education, and education must struggle to keep adult population in phase with changing world environment

"The technological revolution brings with it a revolution in the learning process. A lifelong process—that is what education must become, overnight. Technology and automation, science and invention and the pace of change will increasingly demand continuous training and re-training."

This statement was made in "Education and Employment," the last of nine studies prepared for the Canadian Conference on Education. It was written by Arthur V. Pigott, Director, Canadian Association for Adult Education. (A digest of Study No. 3, "The Development of Student Potential," appeared in the March issue of the *Labour Gazette*, page 322).

Education should no longer aim mainly to "prepare young people for a local community life, but it must struggle to keep the adult population in phase with a changing world environment," the study says.

Planning to "revitalize an obsolete work force and to educate for future needs" is given a prominent place in any discussion of recession measures. The study listed these facts:

—Over 70 per cent of Canada's unemployed men in one recent year had had no schooling past Grade 8.

—One third of Canada's children are still leaving school with less than Grade 8 education.

—Canada has only half as many skilled workers (in proportion to population) as the United States.

—Even without any program expansion, we need new vocational training accommodation for 15,000 persons in full-time day classes.

—A recent NES survey in Toronto showed 19,340 jobs for skilled workmen going unfilled—and 23,000 unplaced job applicants who could not qualify.

—In a recent Vancouver retraining program for unemployed, 97 per cent of the students passed successfully.

—An estimated two million Canadians are educationally unprepared to take their proper places in the economy.

The school system to date has been turning out students unfit for the technological world, says the report. In addition, there are the "functionally illiterate" unskilled, who are becoming the unemployable because they lack sufficient basic education. Adult retraining presents a formidable challenge, and all avenues must be explored to meet it successfully.

Education on the whole will be further burdened in the coming years because Canada has one of the highest birth rates among the developed countries. This increase must be absorbed in the economy. According to the Gordon Report, to assimilate about 175,000 new workers each year, the economy must be backed by more intensive and prolonged training provisions for a larger proportion of these workers.

Occupational Training Neglected

In the chapter, "Considerations of Cost," the study contends that occupational training has been neglected in Canada in favour of liberal education. More emphasis will have to be placed on technological orientation.

Better co-ordination is needed for more effective spending. Unions, business firms, industries, social agencies, etc., all have an educational function, and many are extending their educational activities. The decentralized authority at the government level adds to the complexity. "Unless it is simplified, how can Canada hope to compete with such ruthlessly unified systems of education as the Soviet Union's?"

The rate of economic growth is largely influenced by a country's investment in education. West Germany and Russia have a faster rate of economic growth than the United States and Canada because they put more into education, says the study.

During the last war, Canada made a concerted effort to train manpower and obtained remarkable results. This was followed by postwar training of veterans, which again proved highly successful. We faced the facts then, and should do so now.

"During the decade 1949-59 there was an increase of 17 per cent in job placements for unskilled and semi-skilled workers. But the demand for skilled workers increased 38 per cent—more than twice as fast. As the pace of automation and technical change quickens, there is less and less place for the untrained.

"Clearly, both the quantity and the quality of education in Canada must be improved, markedly, and now. Education is no longer a luxury—it is a necessity," says the study.

Vocational Guidance

Prejudices by parents against vocational courses are out of date. "In the air of challenge and excitement a modern technology generates, the 'practical' type of education might be expected to command overwhelming favour," the study says.

"Choice of occupation is too important to be blurred by foolish and antiquated prejudices."

Introducing the world of work must be accepted as one of the primary responsibilities of the elementary schools. Without adequate orientation, the students can have little knowledge of what lies ahead for them in the working world.

Guidance and vocational counselling should begin at a much earlier age. This would also prevent or reduce the large number of drop-outs.

"A student who sets his mind on a specific goal accepts higher standards as a means toward his chosen undertaking, and is more likely to stay in school, in spite of minor aggravations and frustrations."

Those leaving school to enter employment might be required to register first with the youth placement service of the National Employment Service, and youth services should work closely with the school guidance services, encouraging as many drop-outs as possible to reconsider, and complete their training.

Vocational Courses

Only about one quarter of Canadian secondary school students are registered in vocational courses. But about three times as many obtain jobs requiring skills that can be learned largely in vocational courses.

The study mentions co-operative education—the combining of study and employment in an integrated program—which has been tried in only one Canadian university, the University of Waterloo. A recent study financed by the Ford Fund for the Advancement of Education found that co-operative education gave students a sense of direction, increased motivation, enabled many to continue at college, and permitted increases of 15 to 60 per cent in registration without much increase in cost.

A number of vocational and technical schools are being built and others planned under the stimulus of the federal Government's contributions under the new Technical and Vocational Training Assistance Act (L.G., Dec. 1961, p. 1208). But "the outlay is wasted unless we make comparable progress in modernizing our attitudes toward vocational training, and in improving courses and integration with industry."

During the 1959-60 term, 1,730 students were graduated from the 29 technological institutes in Canada. "This number is woefully inadequate in comparison with the need."

We need, the study says:

—Immediate additional accommodation for 15,000 persons in full-day classes at all levels.

—From 1,000 to 1,500 trained technical and vocational teachers, within a few years.

—Three or four training centres for teachers.

—Facilities for providing supervisors and administrators with training and experience.

—Research, on a scale never before attempted here, on future requirements of the employment market and on the effectiveness of training programs.

—Competent guidance services.

—National standards of qualification.

—Proper use of employment services by both schools and industry.

Education and Government

In the chapter, "Education and Government," the study deplores the lack of co-ordination in the education field in Canada.

Making education a provincial responsibility under the terms of Confederation solved more problems than it created—then, when there were only four provinces. But today, when there are ten provinces, it creates confusion and nuisance to many people that we have ten educational systems with such varying programs.

Vocational taining is not a new concern of the federal Government: grants for such training were made to the provinces as early as 1913. The new Technical and Vocational Training Assistance Act increased the percentage that the federal Government will pay for training. But the decision to act still depends on the provinces.

"Many people feel that technical education is a broad need of the whole Canadian community, i.e., an area where tax-money can be used in the citizens' interests...

"In any systematic manpower and employment scheme, the federal Government has both the opportunity and the responsibility for offering leadership to the provinces and the municipalities in developing and maintaining sound policies... The National Employment Service could symbolize such a new policy." The NES would be separated from the unemployment insurance function and be made directly responsible to the Department of Labour.

Apprenticeship

There will be 27 million Canadians in 1980. The labour market is already being swelled by the high birth rates of the war

and post-war periods, and unemployment in the age group 16 to 24 is twice as frequent as it is in general.

It is expected that in the 1960-70 decade, a million young people will need jobs. Without adequate training, they will be a burden on the economy, the study points out.

Canada is suffering too great a loss from young people's leaving courses when they have the ability to complete them. Our future progress depends on correcting this condition.

We know enough to apply some remedies: work-study programs, wider choices among courses, better guidance and counselling, more variety in teaching and sympathetic understanding from teachers, economic help where need of money is the reason for leaving school.

Apprenticeship can be the answer for thousands of frustrated young people who are dropping out of school, but in Canada public appreciation of the value of apprenticeship is still at a low level. The study points to the quality of and facilities for apprenticeship education in European countries, where these "form the basis for their healthy economies."

Trade associations, unions, and industrial employers could do much more to publicize apprenticeship in Canada, the study says.

Adult Retraining

Three major changes are affecting today's work force: (1) the rise in demand for white-collar workers, (2) the sharp drop in agricultural employment, and (3) the fall in demand for unskilled or semi-skilled people.

The demand for managerial, professional, technical and clerical workers has been rising three times as fast as the demand for blue-collar workers, the proportion of the labour force engaged in agriculture has dropped from about one third in 1939 to about one ninth, and competition for jobs is greatest among those with too little training. "Thus, while the employment problem grows ever more acute for the untrained, the need grows for trained personnel."

Canada has only one third as many professional people as the United States, in proportion to population, and only one half as many skilled people in the work force. There are some seven million adult Canadians who have not completed secondary school.

"It is in the group of experienced workers that we may be able to find the tremendous stimulus our work force needs if we are to compete with the skilled people of other nations in world trade... Making way for our latent manpower to develop is the great challenge our training resources face today."

We are failing in the retraining of adults because of: incoherent planning of programs, lack of information about comparative courses, lack of uniform standards and supervision, shortage of teachers and planners, and the lack of careful integration with employment needs when retraining courses are designed.

Retraining the Unemployed

Retraining plans can be advanced most rapidly for the unemployed because of public concern over this group. As a sample of the retraining problem, the study cited a survey in 1961 by the NES office in Metropolitan Toronto, which found more than 19,000 jobs while at the same time there were 23,000 job applicants but only a few hundred students enrolled in retraining courses.

"Can we not, through incentives," the study asked, "make it more desirable for an unemployed man to undertake training than to remain idle?" The study suggests some forms of incentive.

Surely Schedule 5 (formerly Schedule M) of the Vocational Training Agreement

B.C. Plans Conference on Apprenticeship

"Apprenticeship training has now reached the point in British Columbia where it is essential that representatives of labour, industry and government meet and consider how apprenticeship training can be made more effective in the province," said Hon. L. R. Peterson, Q.C., provincial Minister of Labour, when announcing that a Conference on Apprenticeship would be held at Vancouver on October 4 and 5, 1962.

He said it was necessary for the leaders of the three segments of the economy to review present accomplishments and future requirements.

The purposes of the Conference will be to:

1. define the principles of apprenticeship training;

2. identify the areas of possible co-operation between labour and industry with respect to apprenticeship training in British Columbia; and

3. outline possible co-operative programs.

Representatives of trade unions, employers' organizations, and other interested parties are being invited to attend. A planning committee has been established to ensure that everything possible is done to make the Conference a success.

Such topics as "The principles of apprenticeship training"; "Co-operation between government, labour and industry, with respect to apprenticeship training"; and "The practical utilization of trained manpower in this nuclear age" will be discussed. Outstanding speakers, recognized as experts in their field, will address the meetings and panels will be held.

should include provision for giving adult courses in elementary grades for those who cannot be introduced to technical or vocational education without upgrading their academic skills, the study says.

The study cited the results of an experiment in retraining conducted during 1960 under the provisions of Schedule M by the Vancouver School Board. A follow-up study made one month after the completion of a course leading to Grade X standing found that of the 27 graduates, seven had found jobs, five had definite employment prospects for the immediate future, seven had gone on additional vocational training (four were accepted into general commercial courses, two into a course leading to Grade XII standing, and one into industrial first aid training), and eight were still unemployed.

The preliminary report on this experiment said that these conclusions could be drawn:

1. Mature able adult students can be academically upgraded successfully to the Grade X level in a relatively short period in full-time classes;

2. Adult students can be pressured to learn rapidly with accompanying good morale;

3. There is a definite need today to include general vocational education in the upgrading services provided for the unemployed person.

"Knowledge about manpower is basic to the survival of our society." There are many sources of facts—Dominion Bureau of Statistics, Department of Labour, National Employment Service—but what we lack is selection of some of the figures being gathered and their interpretation. The ILO has recommended that a national service agency collect and analyze the data and make them available systematically and promptly.

The study points out that immigrants soon find jobs and suffer little unemployment. The Department of Citizenship and Immigration comments that the European tradition of apprenticeship and trades training gives immigrants a substantial advantage in technical qualification for placement in Canadian industry.

The training of the disabled, women and the older worker are also discussed in the study.

"Governments Must Lead"

In conclusion, the study lists ways in which Canadians can be happily and usefully prepared for the work-a-day world of a technological age.

Under the heading "Governments Must Lead," the study suggests that:

—More federal funds will be required for education and training.

—Employment is a national problem, and "unprecedented attention" must be given to research, co-ordination and planning.

—Investment in social capital must pay due regard to the superlative importance of education.

—Provincial governments must make provision within their educational systems for the mobility of people (geographically, socially, occupationally).

—Curricula, schools, staffs and techniques must be changed and expanded to meet the changing needs of society.

—Municipal governments will need revenues far beyond those which can be produced by the present taxes on real estate.

—Rural areas require special provisions for vocational training.

—Training must be broad enough to allow for flexibility, so that the individuals can be easily retrained within a field of knowledge.

—The National Employment Service must play a pivotal role in the use of manpower resources.

Technical Education Abroad

"To maintain standards of living, people in today's world must work, nations must trade, and productivity in most countries is of national concern. The skills and technical competence of the labour force of each country is a matter of national interest.

"In the European countries the practices, procedures and techniques of training the labour force, the organization and administrative machinery used for this purpose were explained and justified by the simple statement—It is in the national interest."

This was said by C. Ross Ford, Director, Vocational Training Branch, Department of Labour, in an address to a symposium at the 2nd Canadian Conference on Education on the question, How can we help education to meet employment needs? He was describing his impressions gained on visits to training establishments in Europe and in Japan.

"In each country the program of training to meet employment needs was an integral part of the educational program, whether the country has a centralized or a federal type of administration. The technical and vocational training programs are as much a part of the national program of education

Definition of Technical Training

Technologist or Engineer—A person holding a university degree or equivalent professional qualification in science or engineering who is responsible for the application of scientific knowledge and method to industry.

Technician—A person qualified by specialist technical education and practical training to work under the general direction of a technologist.

Craftsman—Normally a person who has served a recognized apprenticeship in a trade, has attained full occupational competence as a journeyman and applies his skills in production or on the shop floor.

Operator—One who works in a relatively narrow repetitive or productive capacity of a trade or occupation.

—Second Commonwealth Education Conference

in France, Britain, Germany, Holland and Japan as are the elementary or secondary schools."

In each of the countries, he said, different patterns of programs have developed in their process of evolution and integration, but all appeared to have a common objective—the development of the occupational and productive capacity of the nation's labour force.

In Britain, local educational authorities have a statutory duty to provide adequate facilities for further education, both general and vocational.

Germany has compulsory continuation classes for employed youth under 18 years of age.

In Sweden, a National Board of Vocational Education organizes, administers when necessary, supervises, co-ordinates, and provides financial for technical and vocational programs.

The vocational training laws of Japan authorize the development of programs to provide the skilled workers for industry, the conducting of trade tests, the establishment of teacher training and the appointment of a national advisory council.

"The technical colleges of Britain, the trade schools and technical gymnasia of Sweden, the continuation and technical high schools of Germany, the Department of Labour trade schools and Department of Education Industrial, Fisheries and Commercial High Schools of Japan, form in each country an integrated national network with a single objective—the development of the occupational competence of the country's labour force," Mr. Ford said.

General education was not being supplanted or replaced by education for employment. Rather, these countries were building upon the best possible base of general education the skills and knowledge required in the employment market.

The programs that have developed vary with the industrial history of each country. For example, in England and Germany, where industrial development preceded formal school programs, apprenticeship came to be the accepted method. In Sweden and Holland, where industrialization is more recent, apprenticeship has a much less important role. "In these countries a direct route from about the ninth year of schooling to pre-employment occupational or technical training institutions has been developed into what apparently are successful patterns of development." In Japan a combination of apprenticeship, trade training schools and schools providing technical training develops competence at the technician, craftsman and operator levels.

In Britain, skills at the craftsman or journeyman level are developed through a combination of employment and part-time technical training. When youths leave school they search out apprenticeships or employment in their desired field. Arrangements are then made for their related technical training in local technical colleges by way of daily release or evening classes, or in sandwich courses.

In Germany, about 70 per cent of those leaving school each year go into apprenticeship, the remainder to work as unskilled workers. Those who go to apprenticeship serve three-year industrial, commercial or service trade apprenticeships, during which time they are required to take related formal training on a part-time basis, either by way of day release or evening classes.

In Sweden, the prospective craftsman completes nine years of schooling, then transfers to a trade or occupational training school for a two-year preparatory or pre-employment training program in a specific field. After this, he spends an additional year gaining experience in the occupation before receiving the journeyman rate of pay.

In Japan, many young people receive their training through apprenticeship; others receive a two-year period of formal pre-employment training in a trade or occupational training centre.

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For technician training, Britain has developed apprenticeship or co-operative training programs of high standards. Levels of competence are identified by national certificates; full-time programs lead to national diplomas. Sweden, Germany and Japan develop competence at the technician level in full-time day classes extending for three years. The three-year program in a Japanese industrial high school, offered after the ninth year of schooling, gives students a standard approximately two years beyond high school graduation in Canadian schools.

National standards of occupational competence are developing in all these countries. In each country, national examinations are based on standards devloped by professional associations, employer and labour organizations in co-operation with educational authorities and teachers.

British standards at the craftsman level are established by the City and Guilds of London Institute examinations. The qualification obtained identifies full craftsman or journeyman competence and the certificates awarded are accepted widely throughout the Commonwealth, outside of Canada. At the technician level, the national certificates or diplomas are accepted widely throughout the Commonwealth and the world as identifying advanced levels of technical competence.

German craft standards are regulated by the examination of Chambers of Commerce and Industry, and the certificates of these bodies are recognized nationally and internationally. Swedish courses at the craft level are developed in co-operation with industry and labour and prescribed by the National Board of Vocational Education. Examinations are supervised by local representatives of employers and labour. In Japan, the Vocational Training Bureau of the Department of Labour has established national tests to determine occupational proficiency.

"A distinctive feature of the European programs is the second route which provides continuing opportunity for persons to develop recognized qualifications by other ways than the traditional pattern from elementary school to high school or to apprenticeship or technical training.

"The programs at both craft and technician level are open-ended and permit trainees to proceed to advanced qualifications, usually by extended periods of very arduous, part-time or evening studies. The qualifications acquired in this way enable the trainee to attain the same national qualification as is awarded to the graduates or regular full-time day classes."

This second route is not a short cut. In fact it is considerably longer and very difficult; but it recognizes accomplishment and achievement no matter how attained.

Mr. Ford then asked: What are the implications for Canada? "We are in a league in which the competition is keen. If the qualifications or productivity of our labour force are not comparable or better, our competitive position is serious.

"If adequate technical and vocational training and education programs are to develop in Canada, an agency of each provincial government must be assigned the responsibility for planning, developing, coordinating and financing this work in the province," he said.

The lessons to be learned from Europe are definite: schools and training programs must maintain a closer contact with employment. "Preparation for employment is a co-operative undertaking involving active participation of management, labour and government departments of education and labour."

Education and training programs must serve the need. "We must work toward the objective of nation-wide standards that will identify competence, skill and technical knowledge at all levels. These standards must be based upon the requirements of the employment market."

Industry in Canada has not assumed the degree of responsibility for providing training for its workers that European industry has. The practice of importing skilled workers can no longer meet our needs, he said.

Finally, we must recognize that the problems of education and employment are not solved by the training programs organized for youth while they are still attending school and completing their general education, or by the post-high school technical programs. The problem is much greater and much more pressing for those who have left the school system.

Educational and training programs for this group must be given much more attention in Canada. "It is my firm conviction that there is a requirement for an adult vocational school and program for each area having a population of 250,000...

"There is no going back or remaining in the same place when the world is moving forward so rapidly. Our success depends upon the manner in which we use and develop our human resources."

McKinnon Report on Labour Legislation

Appointed fact-finding body on labour legislation by N. S. Government, Judge Alexander H. McKinnon advises against legislative restriction, recommends amendments to Nova Scotia Trade Union Act, suggests study of Swedish plan

On March 2, the Nova Scotia Government tabled in the Legislature the Report of His Honour Judge Alexander H. McKinnon, who was appointed a Fact-Finding Body on Labour Legislation on July 28, 1960, to inquire into labour relations legislation in other jurisdictions in Canada and elsewhere, to ascertain the opinions of experts and to assess the extent to which such legislation promotes industrial peace.

The inquiry was undertaken because representations had been made to the Government urging amendment of the Nova Scotia Trade Union Act. The Report has now been referred to a Select Committee of the Nova Scotia Legislature.

Judge McKinnon held hearings in Nova Scotia and then travelled across Canada interviewing government officials and labour and management spokesmen. His general conclusion from these interviews was that there was fairly general agreement that the ideal labour-management relationship would be achieved by a minimum of legislative restriction. From his observations, it appeared that where legislation had been particularly restrictive of one side or the other, it had tended to drive "an ever-deepening wedge between management and labour and had made much more difficult the voluntary co-operation which is vital to the welfare of industry and its employees."

In studying the labour legislation of some other countries, he was impressed with the extent to which the affairs of management and labour were regulated almost wholly by mutual agreement and co-operation. One of the most striking examples of this mature attitude was in Sweden, and the Report deals in some detail with the Basic Agreement of 1938 effected in Sweden between the principal labour organization and the main employers' organization. The Agreement established a procedure for the negotiation of labour-management disputes and set up a board on which both parties are equally represented to deal with dismissals, layoffs and conflicts threatening essential public services.

The Report recommends that labour and management groups in Nova Scotia examine and study the Swedish plan, which is founded on understanding and trust, and under which the conduct of the parties is regulated by a code of behaviour which they have voluntarily adopted. The underlying principles and some features of the plan might be found to be suitable for conditions in Nova Scotia.

Judge McKinnon's conclusions are summed up in the following paragraphs:

> The alternative is more and more restrictive legislation to meet every demand and crisis until the conduct of management-labour relations is straight-jacketed in a code of laws that will govern every aspect of the relationship between the two vital parties; and true collective bargaining, which all labour enactments are intended to foster, will be wholly eliminated. The result can only be the existence of two warring factions held at bay by the policing of the state.
>
> Believing, as we do, that the welfare of employer, employee, union and the public can best be advanced and fostered by mutual understanding and co-operation between management and labour, we are reluctant to suggest further legislative restrictive measures. The provisions of the Trade Union Act, amended as herein suggested, should be retained until management-labour bodies in Nova Scotia can examine the possibility of regulating their relationship to a greater measure than at present by mutual agreement rather than by compulsory legislative enactments.

In keeping with the general conclusion that further restrictive legislation will not promote sound industrial relations, the Report does not commend for consideration by the Government the proposals, of either employer or union groups, for the enactment of additional rules restricting the freedom of the other party. It noted that representations on behalf of union groups urged that a provision should be included in the Act providing for compulsory employer recognition of the union shop where the majority of the employees are in favour of it. The Report did not accept this recommendation, stating that:

> Compulsory union shop should not be made a legislative provision because it is one of the most important issues that should be decided by mutual agreement resulting from collective bargaining.
>
> Should employers and employees in Nova Scotia show no indication of desire or ability to regulate their relationship to a greater degree than at present, this and other restrictive measures should be re-examined with a view to fully regulating by statute the conduct of both parties in most phases of their relationship.

The Report does, however, include a number of suggestions, arising out of submissions made to the Fact-Finding Body, for amendments designed to remove difficulties in the operation of the Trade Union Act.

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Unfair Labour Practices

Representations were made that there should be a more effective method of dealing with violations of the unfair labour practices provisions. The Report proposes that the Labour Relations Board should be authorized to deal with complaints of discrimination in employment contrary to the Act. The Board would be authorized to inquire into such complaints through a commissioner, and to issue a remedial order which would be filed in the Supreme Court of Nova Scotia and would be made effective as a court order.

The Report further suggests that, for the prompt and better enforcement of the Act, the Board should be empowered to issue "cease and desist" orders for a failure to comply with or a contravention of any provision of the Act or of any decision or ruling made under the Act.

Because employer organizations stress the uncertainty of their position under the section of the Act prohibiting an employer from using intimidation to prevent his employees from joining a union or acting as an officer or representative, the Report suggests that the section be amended to state that it does not deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, or threats.

Certification

Several changes were suggested in the part of the Act dealing with certification of a bargaining agent.

It was proposed that the section providing for certification of a bargaining agent for a craft unit should be amended by giving the Labour Relations Board discretion not to recognize a craft unit as appropriate "where the group of employees is included in a bargaining unit representated by another bargaining agent at the time the application is made."

To avoid delay in certification proceedings, the Board should be empowered to fix by regulation the "time as of which" evidence of membership in good standing in a trade union shall be presented to the Board. Further, the Board should have authority to refuse to accept any evidence not presented in the prescribed form or within the time fixed by the Board.

Union groups concerned with the construction industry complained of cases where construction work was completed before an application for certification could be processed by the Board. If it were made clear that the Board has the power to grant an "area certification," such complaints would be minimized.

When a business is sold or otherwise transferred, and the plant and work force remain virtually unaltered, the Act should provide that an existing certification or collective agreement should continue to be binding. The Act should provide for an exception to this rule where an employer has been forced into bankruptcy.

Negotiation in Good Faith

Representations were made to the Fact-Finding Body that the directive to the parties to meet and bargain after a bargaining agent has been certified were not sufficiently specific.

The Report recommends that a provision be added that would require the parties to meet within fifteen days from the giving of notice to bargain, unless the parties agree to a later meeting, and which would require them to bargain in good faith and to exert every reasonable effort to make a collective agreement.

Collective Agreements

Since the legality of provisions in collective agreements in the province requiring union membership as a condition of employment has been questioned, the Act should be amended to clarify the matter by stating that nothing in it prohibits the parties from inserting such provisions in collective agreements. Further, the requirement of a vote on the check-off should be discontinued, provided the Minister of Labour is satisfied that a majority of eligible voters is in favour of making such assignment.

It was claimed that the failure of some collective agreements to contain an arbitration clause had been among the causes of disputes. The Report recommended that the provision in the Act requiring a collective agreement to contain an arbitration provision, should be amended by spelling out in the Act a clause which would be deemed to be included in any agreement that did not contain one.

The Act should further be amended to provide that if an arbitration award is not implemented within fourteen days, any person affected may file the award with the Prothonotary of the Supreme Court and it would be enforceable as an order of the Court. The Act should specify that the Arbitration Act does not apply to arbitration under collective agreements.

Public Service Employees

Another recommendation would make the Act applicable to civil servants and municipal policemen. This would be subject to

the provision that a model clause be included in the Act, to be made part of collective agreements, to the effect that there would be no stoppage of work by any such employees. All disputes, including disputes over the provisions of a new collective agreement, would be referred to a board of arbitration.

In explanation of this recommendation, the Report states:

> All labour legislation is predicated on the conviction that orderly collective bargaining is in the dominant public interest as well as that of the employer and employee, and that this can be best facilitated through the provisions of the Trade Union Act. If these provisions are considered to be beneficial to the ordinary employer and employee, it would appear that they would also be beneficial to employees subject to the Civil Service Act, to employees of any such board or commission. or to municipal policemen.

A special submission was made on behalf of unionized hospital workers in the province, in which it was claimed that agreements negotiated with hospitals could not be implemented, as practically all hospital revenue came from the Hospital Insurance Commission, which does not take part in negotiations, and which allots funds not necessarily in accordance with the hospital budgetary requirements.

The solution suggested by the union was that the Commission should take part in the bargaining, but the Commission contended that it would be useless to do so, as it had no knowledge of the sums to be allocated to each hospital until its budget was approved by the Government in March or April each year. The Report suggests that the union and hospital boards should negotiate new agreements early in the year, without making them final until the Government has approved the budget presented by the Commission. By this method the Commission would be aware of the terms agreed to by hospital boards before presenting its budget to the Government for approval.

Conciliation

Historically, the purpose of conciliation provisions was to provide a cooling-off period, to allow public opinion to weigh the issues involved, and to effect an agreement between the parties by a consideration of those matters that had previously been unsuccessfully negotiated. The conciliation board, as conceived by the legislation, came into being after negotiations had been completed and the issue remained unresolved.

It was represented to the inquiry that under the practice that has developed in Nova Scotia and elsewhere, the parties refrain from full and frank negotiation prior to the proceedings before the conciliation board, and may even there withhold disclosure of their position, with the result that the board is simply a stage in negotiation and the conciliation function is partially frustrated. It was said that some boards make no effort to obtain direct settlements, but regard their function as the making of recommendations after hearing arguments and submissions of parties.

Other criticisms were that the successive stages of negotiation and conciliation cause delay by duplicating effort, and that the nominees of employers and trade unions become "special pleaders" intent on having the point of view of their party prevail with the chairman of the board. Representations were made that compulsory conciliation should give way to voluntary procedure.

The inquiry came to the conclusion that there was considerable validity in the criticism of compulsory conciliation procedures and practices, and suggested that consideration be given to changes in the Act which would have the effect of making the setting up of a conciliation board "voluntary at the request of either party."

The provision for appointment of a conciliation officer would remain unchanged, but, if neither party requested a conciliation board, none would be appointed, and the prohibition on the taking of a strike vote and on strikes and lockouts would be removed 15 days after the Minister had received the conciliation officer's report.

Where a conciliation board is appointed, the Report recommends that such board should have 30 days rather than 14 days to complete its work, and that the period should be extended only by agreement of the parties. A person who has any pecuniary interest in the matters referred to the board, or who has acted as a solicitor or paid agent of either of the parties in the six preceding months, should not be eligible to be a member of a conciliation board.

As an alternative to a conciliation board, the Report further suggests that the Act might provide for a "mediator," an individual selected by the parties jointly and appointed by the Minister, to confer with the parties and endeavour to effect a collective agreement. He would have the powers of a conciliation board and his remuneration and expenses would be paid by the government.

Financial Returns

Unions in the province have been required to file financial returns annually with the Minister of Labour.

The Report suggests changing the section to provide that returns need be filed only on the request of the Minister.

Industrial Fatalities in Canada, 1961

Fatalities decrease from 1,134 in 1960 to 1,037, and work injuries, both fatal and non-fatal, from 542,657 to 538,061. Fatality rate (fatalities per 10,000 workers), which was 1.9 in 1960, reached a new all-time low of 1.7 in 1961

During 1961, industrial fatalities in Canada totalled 1,037*. This was a decrease of 97 from the 1960 figure of 1,134. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces of Canada decreased from 542,657 in 1960 to 538,061 in 1961.

Of the 1,037 fatalities last year, 861 were reported by the Workmen's Compensation Boards of the various provinces and the Board of Transport Commissioners. Information on the remaining 176 was obtained from other sources; an industrial distribution of these remaining fatalities is given in footnote (2) to Table H-1.

The accidents recorded are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases reported by the provincial Workmen's Compensation Boards.

Quarterly reviews of industrial fatalities were published in the July 1961 issue, p. 660; October 1961; p. 1025; January 1962, p. 41; and April 1962, p. 416.

The fatality rate (number of fatalities per 10,000 workers) reached a new low of 1.7 in 1961.

Year	Persons with jobs (000)	Fatalities	Rate
1958	5,695	1,269	2.2
1959	5,856	1,326	2.3
1960	5,955	1,134	1.9
1961	6,049	1,037	1.7

During 1961, there were 8 industrial accidents that caused the deaths of three or more persons in each case. The worst of these caused the deaths of 17 fishermen; they were drowned on March 22, when three fishing boats, the *Muriel Eileen*, *Marjorie Beryl* and *Jimmy and Sisters*, were caught in a storm in the Emera Bank area about 110 miles south-east of Lockport, N.S.

One accident cost the lives of eight persons. A fishing vessel carrying eight men was lost at sea on February 23, off the coast of Vancouver, B.C.

Two accidents resulted in seven industrial fatalities in each case. Seven employees of a logging company were drowned at Malaspina Strait, B.C., on February 13, while being transported by vessel. Seven civilian construction workers being carried on April 17 to Primrose Lake, 175 miles north of Edmonton, Alta., by an RCAF H-34 Sikorsky helicopter were killed when the helicopter crashed.

Two accidents cost the lives of four persons in each case. During a forest fire fighting operation near Northwest Bay, B.C., on June 23, the aircraft carrying a crew of four crashed and burned while making an attack on the fire. On December 6, four crew members of the herring seiner *Cape Norman* were lost when the vessel sank in the vicinity of Maude Island, B.C.

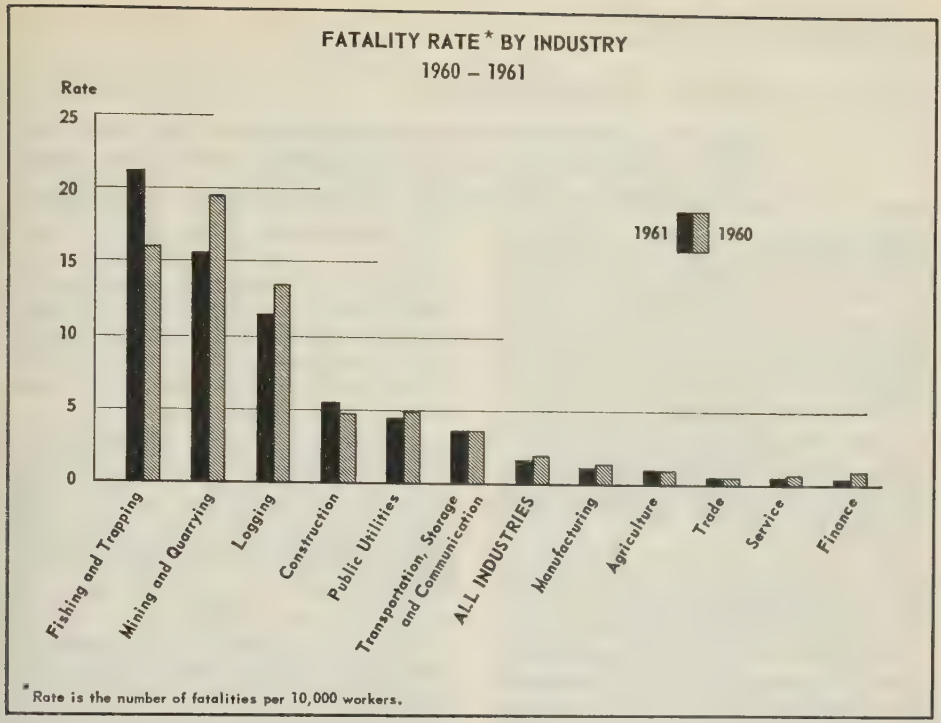
Two accidents in 1961 cost the lives of three persons in each case. Three firemen fighting a fire in Quebec, Que., on March 12 were buried under tons of rocks when the wall of a four-storey building fell on them. Three workers lost their lives when a fire swept a 72-bed miners' dormitory at Chibougamau, Que., on April 29.

Fatalities by Causes

An analysis of the causes of the 1,037 fatalities that occurred during the year shows that 268 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group,

Annual statistics on industrial fatalities are compiled by the Working Conditions and Social Analysis Section of the Economics and Research Branch from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at back of book.



the largest number of fatalities was caused by falling trees or limbs (54), landslides or cave-ins (31), materials falling from stockpiles and loads (26), automobiles or trucks (25), and trains or other railway vehicles (20).

In 1960, deaths listed in the "struck by" group numbered 293. Of these, 55 were caused by falling trees or limbs, 35 by materials falling from stockpiles and loads, 29 by objects falling or flying in mines and quarries, 26 by automobiles or trucks and 20 by trains or other railway vehicles.

In the classification "falls and slips," 239 fatalities were recorded. Of these, 222 were the result of falls to different levels. Within this group, 82 fatalities were caused by falls into rivers, lakes, sea or harbours, 37 by falls from scaffolds and stagings, 23 from buildings, roofs and towers and 17 from stairs or ladders. In the previous year, 247 persons were killed as a result of "falls and slips," 230 of which resulted from falls to different levels, including 102 from falls into rivers, lakes, sea or harbours, 25 by falls from scaffolds and stagings and 20 from buildings, roofs and towers.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 176 deaths. These included 105 fatalities involving automobiles and trucks, 31 involving aircraft, and 26 concerning tractors and loadmobiles. During 1960, "collisions, derailments, wrecks, etc." caused 248 deaths. Included in this total were 135 fatalities involving automobiles and trucks, 70 tractors or loadmobiles, and 25 aircraft (see Table H-2).

Fatalities by Province

The largest number of fatalities in any province in 1961 was 365 in Ontario, a decrease of 4 from the previous year. Of these, 84 occurred in manufacturing; 65 in construction; 56 in transportation, storage and communications; and 44 in mining and quarrying.

In British Columbia, 186 fatalities were recorded, a decrease of 28 from 1959. These included 59 in logging; 31 in transportation, storage and communications; 20 in construction and 17 in mining and quarrying.

Quebec followed with 181 fatalities, 53 fewer than in 1960. Of these, 51 occurred in construction; 30 in manufacturing; and 28 in transportation, storage and communications (see Table H-3).

Fatalities by Industry

During the year, the largest number of fatalities* occurred in the construction industry, in which there were 223, an in-

*See Table H-4 for an analysis of fatalities by industries and months.

(*Continued on page 530*)

50 Years Ago This Month

Railways have difficulty in obtaining adequate supply of labour for extension of lines as great age of railway building continues in early 1912. Canadian Northern contracts for construction of 310 miles of grade in Prairie Provinces

The great age of railway building in Canada was still flourishing in the spring of 1912. The LABOUR GAZETTE for May 1912 reported that "in spite of the relaxation of the immigration restrictions and the large influx of immigrants, railways and contractors are already finding it difficult to obtain an adequate supply of labour to carry on their numerous extensions. Much money will be spent on railway development in Western Canada during the year and employment will be provided for many thousands of men."

The Canadian Northern Railway was planning the construction of new freight yards east of Winnipeg, and had also let contracts for the construction of 310 miles of new grade in Alberta and Saskatchewan.

The Canadian Pacific had announced that, largely on account of the increased grain traffic in the West and the development of that part of the country, it had ordered more than 200 engines and 12,000 box cars.

The GAZETTE gave the gross earnings of the CPR for the month of March as $10,519,318, and the net profit for the month as $3,718,401. (Gross earnings of the CPR, for railway operations only, for March 1961 were reported as $38,006,782 and net profit was given as $4,211,440. The figures for 1912 may not be strictly comparable with those for 1961, but the relation between earnings and net profit for the two years may be noted.)

Wages

Although wages in agriculture were reported by the GAZETTE to be the same as in 1911, wages in general continued to advance in Canada during the first quarter of 1912.

On January 1, 1912 the wages of cement finishers in Nelson, B.C., were increased by $3 per 48-hour week to $27. Painters, decorators and paper hangers in Hamilton on March 1 got an increase of 2½ cents an hour. This brought their rates to a range of 35 to 37½ cents. Bricklayers and stonemasons in Winnipeg also got an increase of 2½ cents an hour on January 1.

Machinists in St. Thomas, numbering 50, were given an increase of 1 cent an hour on March 1, which brought their weekly wage to $18.63 from $18.09. Relief men employed by the London street railway were given an increase of 1 cent an hour on January 1, raising their wages from 18 to 19 cents, and fourth-year men got 2 cents to bring their wage to 22 cents an hour. Employees of the Ottawa Electric Railway also received increases, in most cases of 1 cent an hour.

A small group of woodworkers in Fredericton were affected by a change of a different kind, when their hours were reduced from ten to nine per day. Their wages, however, which had ranged from $1.50 to $2.50 a day, were correspondingly reduced.

Prices

Sirloin steak ranged from 14 cents in St. Hyacinthe to as high as 30 cents a pound in Lethbridge. Medium chuck, or shoulder roast, varied from 10 cents in St. Hyacinthe to 18 cents a pound in Regina and New Westminster. Fresh roasting pork ranged from 12 cents in Newcastle, N.B., to 25 cents in Prince Rupert.

New-laid eggs varied from 20 cents a dozen in Westville, N.S., and Chatham, Ont., and 22 cents in Woodstock and Stratford, Ont., to 40 cents in Nelson and Prince Rupert, B.C. Creamery butter was 30 cents a pound in Westville, and 45 cents in Port Arthur, in several places on the Prairies and in Victoria, and as high as 50 cents in Nelson.

Bread ranged from 2⅝ cents a pound in St. Hyacinthe to 6¼ and 8½ cents in Prince Rupert. Granulated sugar varied from 6¼ to 7¼ cents a pound in most places, but was 14 cents at Port Arthur.

Anthracite coal ranged from $7.25 a ton in a number of places in Eastern Canada to $13.50 in Saskatoon. It was also high in price—$12 a ton—in Quebec City.

House rent per month for a six-roomed dwelling in working men's quarters varied from as low as $8 or $9 in New Brunswick and Quebec to $22 in Toronto, $25 and $30 in Brandon, $45 in Saskatoon, and $40 and $50 in Prince Rupert. Without sanitary conveniences, rent was lower, at as little as $5 a month in Three Rivers, to $18 to $20 in Toronto, $15 to $20 in Brandon, $35 in Saskatoon, and $30 to $35 in Prince Rupert.

Employment and Unemployment, April

Employment rose seasonally by 113,000 between March and April, after the substantial advance in the previous month. The increase from the seasonal low in February was well above the average of the past several years.

Unemployment dropped by 75,000 during the month to an estimated 485,000, which was 137,000 lower than a year earlier.

The labour force estimate rose by 38,000 in the month, by 52,000 in the year.

Employment

The greater part of the March-to-April employment gain was in outdoor activities. Almost half of the increase was in agriculture.

The advance in non-agricultural employment was mainly in construction, but there was also some gain in manufacturing. Forestry employment declined slightly during the month.

Of the estimated 6,007,000 employed, 4,314,000 were men, and 1,693,000 were women. A month earlier there were 4,208,000 employed men and 1,686,000 employed women; a year earlier, 4,171,000 men, 1,647,000 women.

Employment in agriculture was estimated at 627,000 in April, 577,000 in the previous month and 652,000 in April 1961. Non-agricultural employment was estimated at 5,380,000 in April, 5,317,000 in March, and 5,166,000 in April 1961.

Total employment in April was higher by 189,000, or 3.2 per cent, than a year earlier. There were substantial increases in the manufacturing and service industries, amounting to 91,000 and 84,000 respectively.

The improvement in manufacturing was widespread, with particularly strong gains in shipbuilding, electrical apparatus, iron and steel products and textiles.

Small increases occurred in construction and trade. Employment levels in other major industrial divisions were virtually the same as a year ago.

Employment was significantly higher than a year ago in all regions. Increases ranged from 2 per cent in the Prairies to 5 per cent in the Pacific. Employment increases between March and April were well above the seasonal average in Ontario, and a little less than seasonal in the Quebec and Prairie regions.

Unemployment

Unemployment decreased by 75,000 to 485,000 between March and April, a normal change for this time of year. As in the past few months, unemployment was about one-fifth lower than a year earlier.

Virtually all of the decline in unemployment during the month was among men. The number of unemployed women, accounting for 12 per cent of the total, remained unchanged.

Of the 485,000 unemployed, about half had been jobless for less than four months, a third for four to six months, and approximately one sixth had been unemployed for seven months or more.

About 28,000 of the unemployed in April were on temporary layoff. Of the 457,000 without work and seeking work, 440,000 were seeking full-time work, 17,000 part-time work.

Unemployment in April was 7.5 per cent of the labour force, down from 9.7 per cent a year earlier. Unemployment rates were lower this year than last for both sexes and all age groups.

Regional unemployment rates in April varied from 15.7 per cent in the Atlantic region to 4.8 per cent in Ontario. Over the year unemployment rates were reduced by more than one quarter in the Quebec, Ontario and Pacific regions. Smaller decreases occurred in the Atlantic and Prairie regions.

Atlantic

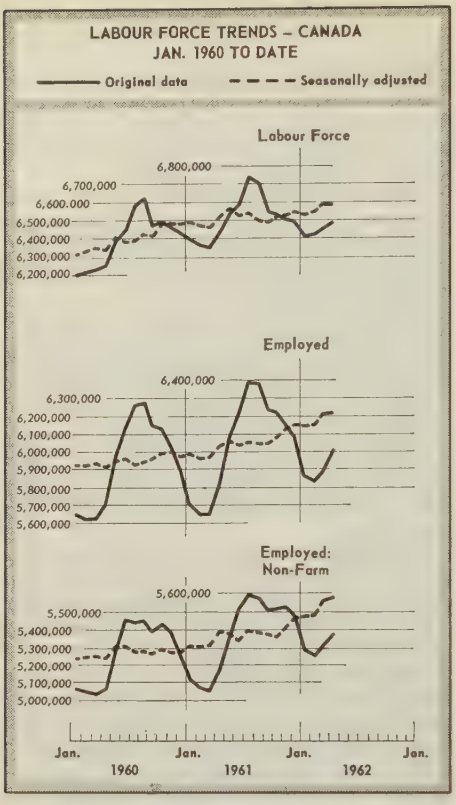
The March-to-April employment advance in the Atlantic region was about seasonal. Fishing and construction showed the usual strong revival, which more than offset a seasonal decline in forestry employment. Demands for farm help remained light during the month as heavy rains delayed spring planting.

Total manufacturing employment was maintained at virtually the same level as in March. Shipbuilding remained very active but the iron and steel industry continued operating at a relatively low level.

Employment in April was 495,000, which was 21,000, or 4.4 per cent, higher than a year earlier. Increases were fairly widespread among the major non-agricultural industries, the largest gain being in construction. Agricultural employment was somewhat lower than a year ago.

Unemployment in April, at 92,000, was 15.7 per cent of the labour force compared with 17.3 per cent a year earlier.

In the week ended April 21, the Atlantic labour force was estimated at 587,000, up from 576,000 in March and 573,000 in April 1961.



Quebec

Employment in Quebec increased less than seasonally between March and April after a substantial increase in the previous month. The increase in non-agricultural employment was mainly in manufacturing and construction. Employment in rubber goods and textiles generally remained at high levels.

In the aircraft industry, some 300 workers were laid off during the month, but recent contracts have improved the long-term prospects of the industry. Employment increased during the month in shipbuilding and railway rolling stock, resulting in shortages of machinists.

Greatly increased construction activity and increased demands for construction workers were reported throughout the region. Employment in forestry was at a seasonally low level.

Employment was estimated at 1,643,000, which was 73,000, or 4.6 per cent, higher than a year earlier. The increase stemmed mainly from strengthening in manufacturing, construction and service.

The improvement in manufacturing was widespread, extending to both consumer goods and producer goods industries. Construction employment was substantially higher than last year, mainly reflecting increased activity in residential construction.

Unemployment in April, at 171,000, was 9.4 per cent of the labour force, compared with 12.9 per cent a year earlier.

In the week ended April 21, the Quebec labour force was estimated at 1,814,000. This was a slight drop from the March estimate, 1,819,000, but up from the April 1961 estimate, 1,803,000.

Ontario

Employment in Ontario rose by an estimated 49,000 between March and April, a large increase for this time of year. All of the gain was among men, reflecting mainly increased activity in agriculture and construction but also some advances in the manufacturing and the service-producing sectors.

A considerable volume of hiring took place in iron and steel, wood products, chemicals and the printing trades; in most other parts of manufacturing, employment was maintained at the high levels of the previous month.

Agricultural employment rose seasonally as seeding and planting got under way in the southern part of the province.

Activity in construction increased sharply during the month; much of the improvement took place in industrial and institutional building.

Employment in April was estimated at 2,255,000, which was 48,000, or 2.2 per cent, higher than a year earlier. Non-agricultural employment rose 61,000 over the year; agricultural employment declined by 13,000.

Manufacturing and the service industries figured most prominently in the advance, but there was also a sizable increase in construction employment. The improvement in manufacturing was fairly well distributed, with the largest gains taking place in electrical goods, primary iron and steel, non-metallic minerals and wood products.

Activity in mining and transportation declined over the year.

Unemployment in April, an estimated 113,000, was 4.8 per cent of the labour force, compared with 6.8 per cent a year earlier.

In the week ended April 21, the Ontario labour force was estimated at 2,368,000, up from 2,355,000 in March and 2,367,000 in April 1961.

Prairie

Employment in the Prairie region increased by an estimated 17,000 between March and April, somewhat less than is usual at this time of the year. A large

seasonal increase in farm employment more than offset a slight decline in non-farm employment.

Manufacturing employment rose moderately, mainly as a result of some improvement in iron and steel products. Although the usual seasonal rise in construction activity failed to take place, the industry maintained a high level of activity. Small employment declines took place in forestry, oil and coal mining, and the service-producing industries.

Employment in April, at an estimated 1,067,000, was 21,000, or 2.0 per cent, higher than a year earlier. Manufacturing accounted for much of the rise. Sizable additions took place in the manufacture of wood products, iron and steel, and clothing; smaller gains in the service and finance industries.

Employment in mining and construction continued at last year's high levels. Farm employment in April was unchanged from the year before.

Unemployment, at an estimated 67,000, was 5.9 per cent of the labour force, compared with 6.4 per cent a year earlier.

In the week ended April 21, the Prairie labour force was estimated at 1,134,000, up from 1,121,000 in March and 1,118,000 in April 1961.

Pacific

Employment in the Pacific region increased seasonally between March and April as a result of renewed activity in construction and service. Manufacturing employment continued at the high level of previous months.

Sawmills were reported to be operating at near capacity, with labour shortages in a number of skilled occupations. Employment in shipbuilding showed some further improvement during the month.

Logging operations in coastal areas were intensified; in most interior points, however, road restrictions and difficult hauling conditions hampered forestry operations.

Over the year, employment increased by 26,000, or 5 per cent, to an estimated 547,000. Much of the increase took place in the service-producing industries but there was also some improvement in manufacturing and in mining.

Wood and paper products and shipbuilding were among the industry groups that showed the largest gains over the year. A new agreement calling for the delivery of large quantities of iron and copper concentrates to Japan has led to greater activity and increased manpower requirements in the mining industry.

Employment in forestry remained virtually unchanged over the year.

Unemployment, at an estimated 42,000, was 7.1 per cent of the labour force, compared with 10.0 per cent a year before.

In the week ended April 21, the Pacific labour force was estimated at 589,000, up from 583,000 in March and 579,000 in April 1961.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	April 1962	April 1961	April 1962	April 1961	April 1962	April 1961
Metropolitan	6	9	6	3	.....	.....
Major Industrial	14	18	11	8	1	.....
Major Agricultural	5	6	9	8	.....	.....
Minor	29	34	20	22	9	2
Total	54	67	46	41	10	2

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1962

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	→CALGARY Halifax Hamilton Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivieres	→BRANTFORD →FARNHAM-GRANBY Guelph Kingston London →NIAGARA PENINSULA Oshawa →PETERBOROUGH Sarnia Sudbury Victoria	→KITCHENER	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in non-agricultural activity)	Charlottetown Prince Albert Riviere du Loup Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham →LETHBRIDGE Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Bracebridge Bridgewater Campbellton Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston Fredericton Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Summerside Truro Valleyfield Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Central Vancouver Island →CHILLIWACK Drumheller Goderich Kamloops Lachute-Ste. Therese →LINDSAY Medicine Hat →NORTH BAY →OWEN SOUND St. Hyacinthe St. Jean Sault Ste. Marie Simcoe →SOREL →TRAIL-NELSON →VICTORIAVILLE Weyburn	→BRAMPTON →GALT Kitimat →LISTOWEL →ST. THOMAS →STRATFORD →SWIFT CURRENT →WALKERTON →WOODSTOCK-TILLSONBURG	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Latest Labour Statistics

(Latest available statistics at May 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	April	6,492	+ 0.6	+ 0.8
Employed (000)	April	6,007	+ 1.9	+ 3.2
Agriculture (000)	April	627	+ 8.7	− 3.8
Non-agriculture (000)	April	5,380	+ 1.2	+ 4.1
Paid workers (000)	April	4,882	+ 1.5	+ 4.4
At work 35 hours or more (000)	April	3,187	− 36.6	− 36.2
At work less than 35 hours (000)	April	2,650	+294.9	+289.7
Employed but not at work (000)	April	170	− 12.4	+ 21.4
Unemployed (000)	April	485	− 13.4	− 22.0
Atlantic (000)	April	92	− 5.2	− 7.1
Quebec (000)	April	171	− 13.2	− 26.6
Ontario (000)	April	113	− 24.2	− 29.4
Prairie (000)	April	67	− 5.6	− 7.0
Pacific (000)	April	42	− 8.7	− 27.6
Without work and seeking work (000)	April	457	− 13.5	− 22.6
On temporary layoff up to 30 days (000)	April	28	− 12.5	− 12.5
Industrial employment (1949=100)	February	114.7	− 0.4	+ 3.3
Manufacturing employment (1949=100)	February	108.9	+ 0.4	+ 4.1
Immigration	1st Qtr. 1962	11,762	—	− 0.7
Destined to the labour force	1st Qtr. 1962	5,710	—	+ 6.3
Strikes and Lockouts				
Strikes and lockouts	April	40	− 13.1	+ 33.3
No. of workers involved	April	12,328	− 0.8	+ 96.8
Duration in man-days	April	142,770	− 7.2	+141.0
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	February	$80.18	+ 1.1	+ 3.1
Average hourly earnings (mfg.)	February	$ 1.86	0.0	+ 2.2
Average hours worked per week (mfg.)	February	40.7	+ 0.2	+ 0.7
Average weekly wages (mfg.)	February	$75.97	+ 0.7	+ 3.5
Consumer price index (1949=100)	April	130.3	+ 0.5	+ 0.9
Index numbers of weekly wages in 1949 dollars (1949=100)	February	140.3	+ 0.7	+ 3.0
Total labour income $000,000	February	1,576	+ 0.6	+ 6.9
Industrial Production				
Total (average 1949=100)	March	182.5	+ 0.1	+ 10.9
Manufacturing	March	160.0	+ 0.8	+ 9.4
Durables	March	159.1	+ 0.8	+ 11.6
Non-durables	March	160.8	+ 0.8	+ 7.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 275, February issue.

Collective Bargaining in April

Early in April, the **Hotel and Club Employees' Union** and the CPR-operated **Royal York Hotel** in Toronto signed a three-year agreement that increases wages by 3½ cents an hour in two instalments—2½ cents immediately and 1 cent 18 months later.

The new contract provides, in addition, for seven calendar days notice of layoff for employees hired before April 1, 1954 and four hours notice for employees hired after that date and for those working in the laundry, coffee shop and garage. A voluntary check-off supersedes the previous compulsory payment of union dues and the straight seniority principle is modified by the proviso that employees must be qualified to perform the work.

The new agreement, replacing the previous contract that expired in August 1960, ended a 50-week strike that began April 24, 1961 when the union rejected the company's offer to increase wages by 2½ cents an hour in an 18-month contract and a proposal to reduce notice of layoff. Other issues that prolonged the dispute were the hotel's proposals to qualify the seniority provisions by management's judgment as to competence and ability and to institute a voluntary check-off. To maintain operations during the strike, the Royal York Hotel brought in key personnel from other CPR hotels across Canada and hired additional staff locally.

When the hotel gave the strikers the alternative of returning to work by July 16 or of being discharged, the union sought permission from the Ontario Labour Relations Board to prosecute the company under the Ontario Labour Relations Act. The Hotel and Club Employees' Union contended that the company had threatened to dismiss and had refused to employ or continue to employ workers exercising their rights under the Act. The Board decided that the issues involved were questions of law that could be settled only by the courts and therefore granted the union leave to prosecute.

In the court action that ensued, the Royal York Hotel's decision to dismiss striking employees was upheld in October on the grounds that no section of the Ontario Labour Relations Act specifically grants the right to strike but merely restricts that right; that the right to strike is a common law right; that at the time of the strike no collective agreement was in effect, and thus employees were under individual contracts which, by common law, must be terminated before employees cease to work; therefore, no strike could have been properly called nor could employees have ceased to work without first terminating their individual contracts (L.G., Dec. 1961, p. 1277).

The union appealed this ruling to the Ontario Court of Appeal, which, in December, reversed the lower court decision on the grounds that the Ontario Labour Relations Act preserves the relationship of employer and employee by providing that no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a strike; that the right to strike is implicitly recognized in the Act inasmuch as the statute limits the right to strike; that there is no basis in law for the theory that employees must resign before going on strike—the Act defines a strike as a cessation of work by employees and contemplates a strike by employees, not a refusal of ex-employees to go back to work; that participation in a strike is a lawful right, the Act stipulating that no employer shall refuse to employ or continue to employ, or threaten an employee with dismissal for exercising his rights under the Act (L.G., March, p. 347).

In April, the Royal York Hotel referred the case to the Supreme Court of Canada, claiming that it had a legal right to dismiss certain employees during the strike.

While the strike was in progress, the Premier of Ontario arranged meetings between the parties; later, the Ontario Minister of Labour made recommendations, which the union members rejected. In the closing weeks of the strike, the Government of Ontario retained H. Carl Goldenberg, industrial relations mediator, who assisted in the settlement of the dispute. It was agreed that the striking employees would return to work in stages by August 30 and would maintain the seniority, pension and vacation rights they held before the strike.

On April 18, an eight-week strike at **Chrysler Corporation** came to an end when the company and the **United Auto Workers** concluded a three-year agreement covering about 3,000 workers at Windsor. The settlement terms include a total wage increase of 17 cents an hour over the three-year period and improved S.U.B., group life insurance, weekly sickness and accident benefits as well as a supplementary pension between the ages of 65 and 70. Negotiations had

been prolonged by questions involving the adjudication of production standards disputes. Under the new contract, an engineer will act as a special arbitrator to determine the facts involved in production standards disputes.

During April, the **Brotherhood of Locomotive Firemen and Enginemen** and the **CPR** arrived at a three-year agreement covering approximately 1,900 employees. The settlement gives firemen on passenger trains a total wage increase of 6½ per cent spread over the term of the agreement, and to those in freight and yard service a total wage increase of 4 per cent.

In the negotiations between the **Brotherhood of Railroad Trainmen** and the **CNR**, affecting about 10,000 employees, a majority report of a conciliation board was released recommending a wage increase of 6½ per cent over a three-year period; the minority report recommended a two-year agreement embodying a wage increase of 8 per cent. The union rejected the majority recommendations and proceeded to conduct a strike vote. The parties resumed negotiations, however, in an attempt to reach a settlement.

At the beginning of April, the Minister of Labour for Ontario held meetings with the **Public Service Employees** union and **Ontario Hydro** in an effort to obtain a settlement. During the talks, the union set April 5 as a strike deadline. A province-wide strike of 9,600 employees was averted, however, by special legislation prohibiting a strike against Ontario Hydro and calling for compulsory arbitration of the dispute. The Act is to be repealed when a new agreement comes into force. H. Carl Goldenberg was appointed as arbitrator and met with the parties in mid-April. Further talks were then set for the middle of May.

In Montreal, where the **Teamsters** had been negotiating with several highway trucking companies since last summer, a conciliation board recommended a wage increase of 16 cents an hour over a three-year period; the Teamsters, who were seeking 30 cents an hour, rejected the proposed terms of settlement and went on strike April 14.

Three companies obtained leave to prosecute the union on the grounds that it had violated the law by calling the strike less than seven days after the conciliation board report was issued. Eight of the companies involved in the dispute obtained injunctions which restricted picketing.

Near the end of the month, conciliation officers were holding meetings with the parties in an effort to obtain a settlement. Some of the smaller firms signed agreements with the union, but violence occurred when other companies attempted to continue trucking operations. The companies then complied with the authorities' request for a temporary halt in operations.

During April, the **Packinghouse Workers** signed two master agreements covering eight plants of **Canada Packers** and six plants of **Swift Canadian**; the two agreements apply to approximately 9,000 workers in the meat packing industry and increase wages by 11½ cents an hour over a two-year period. Other provisions include four weeks vacation after 20 years of service and payment of the full cost of work clothing by the companies. These settlements were reached in less than two months of bargaining.

In the distilling industry, the **Distillery Workers** and **Hiram Walker** signed a three-year agreement which increases wages by 7 cents an hour the first year, by 8 to 12 cents an hour the second year and by 10 to 14 cents an hour the third year. The agreement also features a guarantee of 52 weeks of work each year for the bulk of the employees and 44 weeks of work for the remainder.

After 14 months of discussion, the **Canadian Brotherhood of Railway, Transport and General Workers** and the **CNR** agreed to a new arrangement designed to integrate three separate bargaining units of employees engaged in freight, express and cartage service and to consolidate three individual collective agreements that previously covered these groups. The new system, which will affect approximately 18,000 workers, will go into force June 1, 1962 and will reduce the number of seniority categories and apply seniority over a wider geographical area. The feasibility of the new system had been tested in Edmonton during the winter months (L.G., Dec., 1961, p. 1215).

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During May, June and July

(except those under negotiation in April)

Company and Location	Union
Abitibi Power and Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others

Company and Location	Union
American Motors, Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
B.C. Shipping Federation, various ports	Longshoremen and Warehousemen (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Coal Operators' Assn., Alta & B.C.	Mine Wkrs. (Ind.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Drumheller Coal Operators Assn., Southern Alta.	Mine Wkrs. (Ind.)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and I.B.E.W. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Provincial Paper, Thorold, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Pulp & paper mills (various), B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office and salaried empl.)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

PART II—Negotiations in Progress During April

Bargaining

Company and Location	Union
Alta. Gov't. Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)

Company and Location	Union
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Bldg., mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber and Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
	I.B.E.W. (AFL-CIO/CLC)
	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Retail Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Clothing Wkrs. Federation (CNTU)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Rubber Wkrs. (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Ont.-Minnesota Paper, Fort Frances and Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa and Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami and Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami and Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec City, Que.	Municipal School Empl. Federation (Ind.) (inside empl.)
Ready-mix Concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Company and Location	Union
Spruce Falls and Kimberley-Clark, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
White Spot Restaurants, Vancouver and Victoria, B.C.	Empl. Union (Ind.)

Conciliation Officer

Acme, Borden's and other dairies, Toronto, Ont.	Teamsters (Ind.)
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Electro Metallurgical, Welland, Ont.	U.E. (Ind.)
Fisheries Assn. and Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	I.B.E.W. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Safeway, Shop-Easy and others, Victoria, Vancouver and New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro, Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro, Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

Building material suppliers, Vancouver and Fraser Valley, B.C.	Teamsters (Ind.)
C.N.R., C.P.R., and other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)

Post-Conciliation Bargaining

C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal and School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Ont. & Que.	Teamsters (Ind.)

PART III—Settlements Reached During April 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

AVRO & ORENDA ENGINES, MALTON, ONT.—MACHINISTS (AFL-CIO/CLC) (SALARIED EMPL.): 2-yr. agreement covering 800 empl.—salary increase of 3% retroactive to Dec. 15, 1961 plus an additional increase of 3% eff. Dec. 8, 1962; stenographer's salary at the end of the agreement will be $65.70 a wk.

CALGARY GENERAL HOSPITAL, CALGARY, ALTA.—PUBLIC EMPL. (CLC): 1-yr. agreement covering 600 empl.—general salary increase of 2% retroactive to Jan. 1, 1962.

CAN. PACKERS (8 PLANTS), CANADA-WIDE—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 6,000 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 and of 5½¢ an hr. additional eff. Apr. 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 2 days bereavement leave with pay (formerly 1 day); company to pay full cost of specified work clothing (formerly 50%) eff. July 1, 1962; sick benefits increased by $4 a wk. for male empl. and $2 a wk. for female empl. in fifth wk. of illness (in first 4 wks. males will receive $40 and females $32; in subsequent weeks, males will receive $44 and females $34); labourer's rate in Toronto after April 1, 1963 will be $2.04 an hr.

CDN. STEEL FOUNDRIES, MONTREAL, QUE.—STEEL & FOUNDRY WKRS. (IND.): 2-yr. agreement covering 800 empl.—wage increases of 4¢ an hr. retroactive to Oct. 4, 1961 and of 3¢ an hr. additional eff. Oct. 4, 1962; night shift premium increased to 12¢ (formerly 10¢); 8 paid holidays guaranteed (formerly no pay for statutory holidays falling on week-ends); labourer's rate after Oct. 4, 1962 will be $1.70 an hr.

CHRYSLER CORPORATION, WINDSOR, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increase of 5¢ an hr. retroactive to Nov. 12, 1961 plus additional wage increase of 6¢ an hr. eff. Nov. 18, 1962 and Nov. 17, 1963; supplementary benefit for pensioners between ages 65 and 70; weekly S.U.B. will be 62% of gross pay plus $1.50 for each dependant up to 4 dependants; S.U.B. for scheduled short work weeks will be 65% of gross pay for each hr. of layoff in a 40-hr. wk. and 50% of gross pay for unscheduled short work weeks; group life insurance and weekly sickness and accident benefits increased.

C.P.R., SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,900 empl.—total wage increase of 6½% for empl. on passenger trains: 1% retroactive to July 1, 1961, 1% retroactive to Feb. 1, 1962, 1% eff. May 1, 1962, 2% eff. Feb. 1, 1963 and 1½% eff. Feb. 1, 1964; for empl. in freight and yard service, total wage increase of 4% consisting of 1% retroactive to July 1, 1961, 1% retroactive to Feb. 1, 1962, 1% eff. May 1, 1962 and 1% eff. Feb. 1, 1963; 4 wks vacation after 25 yrs. of service (formerly after 35 yrs.).

CYANAMID OF CANADA, WELLAND, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 5¢ an hr. eff. April 1, 1962 and of 5¢ an hr. additional eff. Nov. 18, 1962; sweeper's rate after Nov. 18, 1962 will be $2.03 an hr.

DOMINION STORES, TORONTO, HAMILTON & OTHER LOCATIONS, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,350 empl.—salary increase of $3 a wk. retroactive to Nov. 1, 1961 and a further increase of $3 a wk. eff. Nov. 1, 1962; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); fully-paid hospital, medical and surgical coverage for empl. and dependants (company previously paid full premiums for empl. and 50% of premiums for dependants); male clerk's salary after Nov. 1, 1962 will be $73.50 a wk.

DUNLOP CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—across-the-board wage increases of 5¢ an hr. for production wkrs. and 7¢ an hr. for maintenance wkrs.; base rates for piece wkrs. increased by 3¢ an hr.; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); labourer sweeper's rate will be $1.85½ an hr.

FUR MFRS. GUILD, MONTREAL, QUE.—BUTCHER WORKMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—minimum weekly wages increased by $5 eff. May 1, 1962, by an additional $5 eff. May 1, 1963 and by $2 eff. May 1, 1964; wages of empl. earning more than the minimum wages will be increased by $5 a wk. eff. May 1, 1962 and by $4 a wk. eff. May 1, 1963; wages of empl. engaged exclusively in mink processing will be increased by a further $3 a wk.; hrs of work reduced from 37½ hrs. a wk. to 36 hrs. eff. Nov. 1, 1964; employers will contribute 2% of payroll to the pension fund (previously 1½%); life insurance will be increased from $1,000 to $1,250 in 1963 and to $1,500 in 1964.

GOODYEAR TIRE & RUBBER, NEW TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,400 empl.—wage increases of 4½¢ an hr. for hourly rated empl., 8½¢ an hr. for skilled tradesmen and 4¢ an hr. for incentive wkrs.; 4 wks. vacation after 22 yrs. of service (previously after 25 yrs.); sweeper's new rate will be $1.88 an hr.

HOTEL ROYAL YORK (C.P.R.), TORONTO, ONT.—HOTEL EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 2½¢ an hr. eff. April 8, 1962 and of 1¢ an hr. additional eff. Oct. 8, 1963; 7 calendar days' notice of layoff for empl. hired before April 1, 1954 and 4 hrs. notice of layoff for empl. hired after that date and for those in the laundry, coffee shop and garage; voluntary check-off irrevocable during the life of the agreement superseding compulsory check-off; housemaid's rate after Oct. 8, 1963 will be $1.152 an hr.

MANITOBA TELEPHONE—MAN. TELEPHONE ASSN. (IND.) (CLERICAL EMPL.): 1-yr. agreement covering 1,400 empl.—general salary increase of 2½%; straight-time overtime pay for clerical empl. (previously no overtime provision); increase in northern isolation allowances; clerks will receive from $171 to $218 a mo.

MIRAMICHI LUMBER, CHATHAM INDUSTRIES & OTHERS, MIRAMICHI PORTS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 500 empl.—wage increase of 5¢ an hr.

(Continued on page 582)

Services Available to Disabled Persons

Program for vocational rehabilitation of the disabled given firm foundation by new Vocational Rehabilitation of Disabled Persons Act, administered by the Department of Labour. Many services available under federal-provincial program

Canada's federal-provincial program for the vocational rehabilitation of disabled persons, which has been developing over the past seven years, is now firmly established under the new Vocational Rehabilitation of Disabled Persons Act, administered by the Canadian Department of Labour.

Rehabilitation in Canada has drawn on the experience of workmen's compensation boards, the rehabilitation of disabled veterans and the work of voluntary organizations. The provinces are continually improving their services for disabled persons. Under the new Act, the federal Government will continue to share in the costs of these programs and to provide consultant services to the provinces.

Varied Services

Services of assessment and counselling, restoration, vocational training and employment placement are made available to individual disabled persons to help them become vocationally useful. Many of the services, including assessment, are made available to the individual without charge. Where costs are involved, the individual's ability to contribute is taken into account. Generally excepted from this program are those disabled persons eligible to receive similar services under workmen's compensation or from the Department of Veterans Affairs.

An individual who has a disability that prevents him from earning his living or a disabled person who is handicapped in the performance of household duties may be able to benefit from these vocational rehabilitation services. Such individuals may apply directly to the provincial rhabilitation authorities for assessment and consideration.

Assessment is the first step in vocational rehabilitation. This service is offered to disabled persons to establish the nature of the disability and its effects on the life of the individual and to decide whether the condition can be improved or the resulting disability lessened by restorative measures. As well as medical assessment, a social assessment is made to determine the individual's personal resources and to see how these may contribute to his progress and plans. A vocational assessment is provided to evaluate the person's potentialities in relation to available occupations.

All the vocational rehabilitation services provided for a disabled person under this program are designed to help him achieve greater independence. He may require remedial or restorative services such as medical or surgical treatment, physiotherapy, occupational therapy, speech therapy or an aid such as a brace or artificial limb. These restorative services are procured through the provincial rehabilitation authorities from physicians or surgeons and from other qualified personnel in hospitals and rehabilitation centres.

In many cases the disabled person will require vocational training in order to qualify him for a particular occupation. Vocational training for disabled persons is provided under the federal-provincial technical and vocational training program.

When the disabled person is ready for employment, the Special Placement Services of the National Employment Service are utilized to place him in a job suitable to his abilities, skills and interests.

Rehabilitation Counsellors

Throughout his period of rehabilitation the disabled person usually receives the support and guidance of a rehabilitation counsellor working in the provincial rehabilitation program, who helps him to take advantage of the services he requires in the most beneficial way.

Experience has shown that for best results, rehabilitation measures should be started early, that is, when it is known that an illness, injury or condition is going to result in a permanent disability. It is important that this be recognized by everyone concerned with the disabled.

The Vocational Rehabilitation Program is an attempt to seek out as many as possible of Canada's disabled who may benefit from vocational rehabilitation services. This effort, to be successful, requires the close co-operation of government and voluntary bodies, as well as of all sections of the community.

Social, Economic Problems of Older Workers

"Too old to hire" keeps potentially productive workers from contributing to national economy and from paying share of taxation, and they ultimately become a burden on the remainder of society. Situation detrimental to the economy

If potentially productive workers are unable—because they are "too old to hire" —to contribute to the national economy and to pay their share of taxation, they must ultimately become a burden on the remainder of society, says H. L. Douse, Chief, Division on Older Workers, Department of Labour, in an article, "The Social and Economic Problem of the Older Worker," written for *La Revue du Travail,* published by the Belgian Department of Labour.

"If at the same time the percentage of older people in the population increases, the load to be borne by the productive segment of society grows larger while the working segment grows proportionately smaller." The effects of this increasing burden, the article says, when coupled with the loss of production of the idle workers, cannot fail to be detrimental to a nation's economy.

The worker in his forties or fifties who is gainfully employed is a respected citizen in his community; but if unemployed, he becomes a person no one wants to hire.

Age discrimination in employment—the root of the social and economic problem of the older worker—results first from the current prejudice in favour of youth. The victims of the emphasis on youth are the middle-aged and older persons who become unemployed.

In only a few occupations, such as professional sport or hazardous vocations requiring top physical condition, are people in their prime essential. For thousands of industrial occupations, top physical condition is not necessary.

Partly as a result of the myth that persons over 40 years are past their prime, "about one third of the unemployed in Canada at any given time are aged 40 or over." And many younger persons who are barred from applying for jobs because maximum hiring ages are set as low as 35 or even 30 are added to the unemployment figure.

The "Help Wanted" advertisement in metropolitan newspapers provide conclusive evidence that too many people subscribe to the myth. A study of 950 such advertisements in 1959 found that 490—more than 51 per cent—contained definite age restrictions. Only 18 expressed willingness to accept applicants up to 50 years of age, and only 13 described the position advertised as a training job for young men and women. The remaining 460 advertisements did not mention age restrictions but it was impossible to tell how many of the employers might have considered age when interviewing applicants.

Age discrimination can arise from causes other than prejudice: misguided attitudes and false beliefs about the capabilities of mature workers.

It is true that physical capacity declines as age advances. But technological advances and the wider use of machines are making declining physical capacity less significant.

It is also true that educational standards are generally lower among the older unemployed. In earlier times there was not the emphasis on education that exists today, and there were many more unskilled and semi-skilled jobs that did not require much formal education. The present program for training unemployed workers does not impose age limits (L.G., March, p. 298). Younger people today are obtaining more education, so that future generations of older workers are not likely to lack educational qualifications.

"Unfortunately some older job applicants jeopardize their chances by their own attitudes." They may present a rather inflexible state of mind that resists change, may think they do not need further training, and may over-value their skills and experience.

The policy of promotions from within followed by some companies in order to provide career opportunities for their employees has the result that all new openings are at the starting level. Older job applicants are usually not interested in beginning again at the bottom.

In the latter part of his article Mr. Douse deals with Canadian efforts to minimize the older worker problem: the educational program conducted by the Department and the National Employment Service, the special counselling service begun by NES in 1947, and the Interdepartmental Committee on Older Workers. He refers to three publications of the Department: "Pension Plans and the Employment of Older Workers," "The Aging Worker in the Canadian Economy," and "Age and Performance in Retail Trade."

Canadian Legislation on Women's Work Compared with Standards of the ILO

Publication in a recent report* of standards of the International Labour Organization concerning the employment of women permits comparison with Canadian labour standards legislation affecting women's work.

The majority of ILO standards apply to workers of both sexes, but the ILO has endorsed certain specialized standards for women's work. The aim of these is two-fold: to safeguard the health of women workers and their children, and to promote and protect women's rights in employment.

Non-discrimination—Women's rights in employment are stressed in several ILO Conventions (a Convention requires a ratifying country to put into effect certain standards). Most explicit among these is the 1958 Convention on Discrimination in Employment, which forbids discrimination in employment and occupation on grounds of sex.

In Canada, under fair employment practices legislation passed by Parliament and six provincial legislatures, discrimination on the grounds of sex is not specifically outlawed.

Vocational Training—Several ILO Recommendations dealing with vocational training—a Recommendation is not legally binding but is a guide for governments wishing to promote certain standards—provide that workers of both sexes should have equal rights of admission to all technical and vocational schools, and that appropriate technical and vocational training facilities should be provided for occupations in which women and girls are mainly employed.

In Canada there are no legal barriers to the access of women to technical and vocational training.

Equal remuneration—Best known among ILO standards to ensure the promotion and protection of women's rights in employment is the Convention on Equal Remuneration for Men and Women for Work of Equal Value. Adopted in 1951, this Convention has been ratified by 39 countries. In Canada, Parliament and eight provincial legislatures have passed equal pay legislation.

Maternity protection—The Maternity Protection Convention of 1952, a revision of one adopted in 1919, has been ratified by seven countries. Applying to women in industrial, non-industrial and agricultural occupations, including women wage earners working at home, it specifies that a woman worker is entitled to at least 12 weeks leave at the time of her confinement and may not be dismissed during this time; she is entitled also to cash and medical benefits provided by social insurance or public funds during this leave.

This type of legislation is not in effect anywhere in Canada.

Night work—A Convention that forbids night work for women in industry, except in family enterprises, has been ratified by 30 countries. Women in managerial and technical jobs and women engaged in health and welfare services are not within the scope of this Convention. In a national emergency, night work may be permitted.

Some Canadian provinces prohibit night work in factories. In a number of provinces, employers are required by law to furnish transportation for women (mainly in restaurants) who work late.

Unhealthy employment—The employment of women on underground work in a mine is prohibited by a 1935 Convention which has been ratified by 62 countries. In all provinces of Canada, women are prohibited from working underground in a mine.

A Recommendation of 1919 provides that women should not be employed in a number of industrial processes involving proximity to lead and zinc. Several Canadian provinces have enacted laws to regulate employment of workers exposed to substances containing these metals.

In 1960 the International Labour Conference adopted the Radiation Protection Recommendation providing that women of child-bearing age should not be exposed to high radiation risks in their work. A number of Canadian provinces have legislation providing for radiation hazard control but no regulations have yet been issued.

Welfare and health measures—A 1956 Recommendation provides that, where women and young persons have reasonable opportunities for sitting at their work, seats should be provided for them. The provision

(*Continued on page 592*)

* *International Labour Organization Activities of Special Interest from the Standpoint of the Employment of Women.* Report by the International Labour Office to the United Nations Commission on the Status of Women.

INTERNATIONAL LABOUR ORGANIZATION

Ratifications of ILO Conventions Top 2,500

Peru ratifies 31, Italy 2 and Greece 4, bringing total to 2,535. Two hundred and ten ratifications registered in 1961. Thirty years required to reach 1,000, 11 years for next 1,000 and less than two years for further 500 ratifications

The Government of Peru in the first week of April ratified 31 international labour Conventions. The total of international labour Conventions ratified by Peru now stands at 57.

On April 10, Italy ratified two Conventions: Seafarers' Pensions Convention, 1946 (No. 71), and the Fishermen's Articles of Agreement Convention, 1959 (No. 114). The Seafarers' Pensions Convention will now come into force because of the Italian ratification.

The text of this Convention, adopted in Seattle in 1946, requires, as do certain other maritime Conventions, a certain number of ratifications by countries listed in the Convention. Three of these ratifying countries must have at least one million gross register tons of shipping each. Other countries that have ratified this Convention include Argentina, Bulgaria, France, Norway, The Netherlands and Peru.

The Fishermen's Articles of Agreement Convention, adopted in 1959, has received eight ratifications.

Italy has now ratified 61 Conventions. Ratifications now total 2,535.

The number of ratifications of International Labour Conventions topped the 2,500 mark on March 30, when the Greek Government in communicated four new ratifications, bringing the total to exactly 2,501.

Two hundred and ten ratifications of International Labour Conventions were registered by the ILO during 1961. The total number of ratifications at the end of the year stood a 2,452.

In addition, 261 declarations of application or acceptance of Conventions in respect of non-metropolitan territories were registered during 1961.

During the past 10 years ratifications have been arriving at an increasingly rapid rate. Thirty years elapsed between the adoption of the first ILO Conventions in 1919 and the registration of the 1,000th ratification in 1949; the 2,000th ratification was communicated some 11 years later in the middle of 1960; it has now taken less than two years for a further 500 to be received.

The Radiation Protection Convention (No. 115), adopted by the International Labour Conference in 1960, has received a sufficient number of ratifications to bring it into force on June 17, 1962.

This accelerated pace is due in part to the acceptance by new member States in Africa of obligations under Conventions previously applicable to them when they were non-metropolitan territories.

Of the 102 member Sates, all but two have ratified at least one ILO Convention. Seventeen member States have ratified 40 or more Conventions, and two member States have ratified 73 Conventions. Of the 116 Conventions so far adopted, exactly 100 have come into force or will shortly do so.

Each Convention is a legal instrument regulating some aspect of labour conditions, social welfare or human rights; it is conceived as a model for national legislation. Once a member country has ratified a Convention, it is obliged to report periodically to the ILO on how it is giving effect to the provisions of that Convention. In addition, permanent machinery has been established to supervise the way in which governments comply with their obligations under ratified Conventions.

Since the establishment of the ILO in 1919, a total of 116 Conventions and 115 Recommendations have been adopted. Taken together, these form the International Labour Code.

TEAMWORK in INDUSTRY

Cost reductions averaging well over $50,000 a year for the past seven years have been achieved through interdepartmental co-operation at the E. B. Eddy Company in Hull, Que.

G. J. Glass, head of the company's purchasing department, reports that this is equivalent to the profit that would be derived from about one million dollars worth of sales. Mr. Glass explained that the savings resulted from a company-wide "value analysis" program that appealed to the individual to contribute his or her part. In many cases, he said, the reductions were unsuspected or easily overlooked in the day-to-day operations of the mill. Employees are urged to keep in mind the program's key word, "function"—the special purpose for which an item is intended.

* * *

City council at Cornwall, Ont., has announced that a special labour-management committee will be set up to complement the existing labour relations committee that negotiates with union-represented city workers. The committee will meet once every two months to discuss problems exclusive of wage negotiations. The move was suggested by the National Union of Public Service Employees, representing city works department employees.

* * *

Four civic officials of Stratford, Ont., have endorsed the achievements of the board of works labour-management committee that represents city council and works employees. L. Teick, finance committee chairman, B. Schooley, board of works chairman, D. Thornton, city engineer, and R. Brown, board of works superintendent, believe that their work "has been greatly assisted by the committee, and that the team spirit encouraged by the committee has benefited both labour and management and promoted better understanding among city council, heads of departments and employees."

* * *

No problems affecting labour and management would remain unsolved if the two parties wanted to co-operate. D. W. Forgie, representative of the International Hod Carriers' Building and Common Labourers' Union of America (AFL-CIO/CLC), offered this point of view during a panel discussion arranged in Ottawa by the American Society of Heating, Refrigerating and Air Conditioning Engineers.

The question, "Can management and unions get together?" was examined jointly by Mr. Forgie and Robert Campeau, president of the Campeau Construction Company Ltd. Bernard Wilson, director of the Industrial Relations Branch, federal Department of Labour, was panel moderator. Mr. Campeau suggested that the federal Government appoint a Royal Commission to inquire into union-management relations in Canada.

* * *

Industrial disputes can usually be traced to failure in communication between management and workers, claims British Labour Minister John Hare. Modern industrial units were so big, he added, that it was no longer possible for the boss to know each of his men personally. Managements may have failed to get across to employees a clear understanding of their aims, and the reaction of workers may have failed to reach managements.

Speaking at an international labour-management seminar convened by the Organization of Economic Co-operation and Development at the Ministry of Labour, Mr. Hare warned that unless good relationships existed between management and workers, productivity would not increase.

* * *

When an employee deserves it, directors of plants should not be afraid to show openly their confidence in him. So says R. D. Hindson, Ottawa vice president of the Canadian Institute of Mines and Metallurgy. "We should give all the encouragement, enthusiasm, interest and comprehension necessary to develop the personality of our employees," he added. He dealt with labour-management meetings.

* * *

W. C. Briggs of Montreal, general manager of Bathurst Power and Paper, told a company labour-management dinner meeting in Bathurst, N.B. recently that both management and employees would have to co-ordinate their efforts and co-operate in order to create and maintain new markets in the face of growing competition in both the domestic and foreign markets.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued seven certificates designating bargaining agents and ordered one representation vote. During the month the Board received three applications for certification.

Applications for Certification Granted

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees, including owner-drivers, based in British Columbia, employed by Gill Interprovincial Lines, Ltd., North Burnaby, B.C. (L.G., Feb., p. 157). (See Reasons for Judgment below).

2. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees working in and out of the province of Alberta, employed by Rice and Trimble Limited, Calgary, Alta. (L.G., Feb. p. 157).

3. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers of America, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees working in and out of the province of Alberta, employed by Gossett and Sons Transport Limited, Calgary, Alta. (L.G., Feb., p. 157).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of truck drivers employed by the Canadian National Railways in highway service in the province of Newfoundland (L.G., March, p. 332).

5. International Association of Machinists, on behalf of a unit of building cleaners employed by Allied Building Services Ltd. in the performance of its contracts with the federal Department of Transport for cleaning services at the Montreal International Airport, Dorval, Que. (L.G., March, p. 332).

6. Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Atlantic Broadcasters Ltd., Antigonish, N.S., employed at radio station CJFX (L.G., March, p. 332).

7. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Channel Seven Television Ltd., employed in the photography department at station CJAY-TV, Winnipeg, Man. (L.G., March, p. 333).

Representation Vote Ordered

Transport Drivers, Warehousemen and Helpers' Union Local 106, General Truck Driver's Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Taggart Service Limited Employees Association, intervener (L.G., April, p. 442).

The Board directed that the names of the applicants and intervener be on the ballot in the vote which affected a unit of truck drivers and dockmen employed by the company, operating in and out of Montreal, Que., and Toronto, Pembroke, Perth, Renfrew, Ottawa, Hawkesbury and Kingston, Ont. (Returning Officers: G. A. Lane and G. E. Plant).

Applications for Certification Received

1. Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

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States and Canada, on behalf of a unit of employees of the Atlantic Television Co. Ltd., Antigonish, N.S., employed at Television Station CFXU-TV (Investigating Officer: D. T. Cochrane).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ticket sales agents employed at Edmonton, Alta., and Winnipeg, Man., by Northwest Airlines, Inc., St. Paul, Minn. (Investigating Officer: W. E. Sproule).

3. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock and shed employees and equipment operators employed by Coastwise Pier Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industrial Fatalities

(*Continued from page 511*)

crease of 24 from the 199 recorded in 1960. In manufacturing, there wre 171 fatalities, a decrease of 15 from the 186 reported in the previous year. In the transportation, storage and communications industry, 153 fatalities were recorded, one less than in 1960.

Fatalities in mining and quarrying numbered 123 deaths during the year, a decrease of 57 from the previous year. In the logging industry, there were 98 fatalities, a decrease of 33 from the 131 in this industry in 1960.

Fatality rates by industries are shown in the chart on page 511.

REASONS FOR JUDGMENT

in application for certification affecting

Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

and

Gill Interprovincial Lines, Ltd.

The Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent, including owner drivers, based in British Columbia, except office and sales staff and those excluded by the Act, and excepting foremen, and dispatchers, mechanics and shop employees.

This unit might be alternatively described as "all employees of the Respondent based in British Columbia classified as dock foreman, dockman, owner driver and line driver, excluding office staff, sales staff, dispatchers, mechanics and shop employees.

At the date of the application, December 7, 1961, there were 59 persons in the proposed bargaining unit of whom 7 were dock workers, 19 were owner drivers and 33 were drivers.

The Respondent is an interprovincial trucking undertaking engaged in hauling freight by road transport from British Columbia into the Province of Quebec and return, and from British Columbia into the Province of Ontario, and return. In these operations the haul routing is from Vancouver south through the State of Washington and thence east through the northern states of the United States of America and thence up to Canada via Windsor and return by the same general routing. A wholly-owned subsidiary of the Respondent, Gill Interstate Lines Inc., has been formed by the Respondent for licensing and tax purposes in the United States.

The Respondent contends that the owner drivers included in the proposed bargaining unit are independent contractors and not employees, and that the drivers and driver helpers in the proposed unit are employees of these independent contractors and are not employees of the Respondent.

The Board consisted of A. H. Brown, Vice Chairman and Acting Chairman, and E. R. Complin, J. A. D'Aoust and A. J. Hills, members. The Judgment of the Board was delivered by the Vice Chairman and Acting Chairman.

The evidence given and the arguments made at the hearing before the Board were directed to this issue between the parties.

At the date of the application, the Respondent owned 52 trailers used in its interprovincial trucking operations and 21 tractors to haul these trailers. Of these 21 tractors, 7 were owned by the Respondent and 14 were leased by the Respondent from individual owners thereof. In practically all instances, the tractor owner-lessor was also the driver of the leased tractor employed by the Respondent in its operations.

Prior to the end of December 1961, a collective agreement between the applicant and respondent was in effect from November, 1958, to run to June 30, 1961, and extended by agreement between the parties to December 31, 1961, covering the drivers of all equipment operated by the Respondent as owner or lessee within the eleven western states of the United States of America, and British Columbia, and their terms and conditions of employment.

In the latter part of December 1961, the company made a change in its arrangements for the operation of the tractors used to draw the Respondent's trailers. The Respondent sold 6 of the 7 tractors which it owned at that time and cancelled at that time all the existing leasing arrangements with the tractor owners. In place thereof, under written agreement, between the respondent and tractor owner, the tractor owner undertakes, *inter alia*, during the term of the agreement that runs to June 30, 1962, to make and keep the tractor or tractors covered by the agreement available for use and to keep the same available at all times during the term of the agreement for use, for hauling the Respondent's trailers, and to provide a driver and competent assistant to be approved by the Respondent at its discretion.

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The Respondent has the right to lease or sublease the tractor to its subsidiary U.S. Corporation, the Gill Interstate Lines Inc., and the right to specify when and where the tractor may be used, provided only that as far as possible the tractor will be used in rotation with the remainder of the Respondent's fleet of tractors whether owned or leased.

The owner is prohibited from doing business on his own with the tractor nor can he dispose of the tractor without the consent of the Respondent. In event that the driver or assistant provided by the owner is unsatisfactory to the Respondent, the owner shall at any time at the request of the Respondent, discharge any driver for cause. He undertakes to require the tractor driver and assistant, including himself, to abide by and obey the rules and regulations whether written or oral, that the Respondent imposes or may impose for the safe conduct of the trailers in which goods are hauled for or by the Respondent, or for the conduct of its business including the number of trips for each such man before a trip off.

The owner shall, unless otherwise agreed by the Respondent, require any driver or assistant, including the owner, to be a member of a trade union, the local whereof may be nominated by any local with which the Respondent may have a collective agreement, and in any event, by a local affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The agreement also stipulates the minimum wage the owner shall pay the driver. The Respondent undertakes to pay the owner a specified sum per mile for the use and operation of the tractor as provided in the agreement against which will be charged, *inter alia,* expenditures for oil, bridge and highway tolls, state and provincial taxes and licences, vehicle repairs and insurance.

The owner undertakes to pay all wages, living allowances, workmen's compensation, unemployment insurance and other statutory deductions with respect to the drivers and assistants employed by him in or about the tractor including the servicing thereof. This is subject to other provisions in the agreement, one of which is that the driver and assistant shall be paid in accordance with any collective agreement in force from time to time, between the Respondent and the Teamster's Union, poviding that payment of such wages may be made by the Respondent on behalf of the owner and deducted by the Respondent from monies due the owner under the agreement.

The tractor is to be employed solely and exclusively for the Respondent's business and shall be painted in the Respondent's colours, bearing the name "Gill" in prominent letters. The tractor licences and insurance are taken out by and in the name of the Respondent. By arrangement between the Respondent and the owner, the Respondent may undertake to handle all the accounting and keep the accounts of the owner in respect of the operation of the tractor in the Respondent's service for a monthly service charge of ten dollars.

An examination of the rules and regulations of the Respondent imposed upon the drivers and helpers pursuant to the agreement, shows that these are very far reaching as to the manner in which the driver, irrespective of whether he is the tractor owner or simply the driver or assistant, shall do his work. These are the same rules and regulations that were applied by the Respondent and imposed upon owner drivers and helpers on tractors operated by the Respondent under the arrangements in effect prior to the end of December 1961.

In the reasons for judgment delivered by McFarlane J. of the British Columbia Supreme Court in the case of McDonald et al vs. Associated Fuels Ltd. et al (1954) 3, D.L.R. 775, it was said in considering the tests to be applied in determining whether a person was a servant or an independent contractor: "There are many elements to be considered of which some are as follows: the nature of the task undertaken, the freedom of action allowed, the retention of the right to prescribe the exact work and of the power or right to direct the particular work to be done; the fact that the person in question devotes or may be bound to devote either the whole of his time to the work directed or so much thereof as the person directing the work shall require as and when the person receiving directions shall be given such directions."

The test to be applied here is in whom rests the right to say in what manner the work shall be done.

It is apparent from the evidence presented at the hearing that the Respondent has the right to exercise and does exercise very complete and far-reaching control over the manner in which the drivers of the tractors, without distinction as between owner drivers, or assistants, carry out and discharge their duties, including both how and when they do so.

Upon the basis of the evidence submitted to it the Board finds that the owner drivers, drivers and helpers in the proposed bargaining unit are employees within the meaning of the Industrial Relations and Disputes Investigation Act.

No question has been raised as to the appropriateness of a bargaining unit composed of British Columbia-based drivers. In the circumstances of this case the Board finds a unit comprised of all employees of the Respondent based in British Columbia, classified as dock foreman, dockman, owner driver, assistant driver, and line driver, excluding office staff, sales staff, despatchers, mechanics and shop employees, to be appropriate and that a majority of the employees in the said unit were members in good standing of the applicant.

An order for certification will issue accordingly.

(*Sgd.*) A. H. Brown,
Vice Chairman and Acting Chairman,
For the Board.

Ralph B. Campbell,
R. E. Cocking,
For the Applicant.

Harold Freeman,
James McDuff,
For the Respondent.

Dated at Ottawa, March 1, 1962.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

2. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

3. Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

4. Canadian National Railways, Mulgrave, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).

5. Sydney and Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (Conciliation Officer: D. T. Cochrane).

6. Canadian Marconi Company (CFCF-TV), Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

7. Robin Hood Flour Mills Limited, Calgary, Alta., and Local 326 of the United Packinghouse Workers of America (Conciliation Officer: D. S. Tysoe).

8. Canadian Arsenals Limited, Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (see above).

2. Canadian Pacific Air Lines, Limited, Vancouver, and System Division No. 7 of The Order of Railroad Telegraphers (Conciliation Officer: G. R. Currie) (L.G., March, p. 333).

3. KLM Royal Dutch Airlines, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: C. E. Poirier) (L.G., March, p. 333).

Conciliation Boards Appointed

1. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (L.G., April, p. 444).

2. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; and Sydney and Louisburg Railway Company, and the negotiating committee representing the Associated Non-Operating Unions (no conciliation officer previously appointed).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between British Columbia Towboat Owners' Association (certain member companies), and Local 400 of the

Canadian Brotherhood of Railway, Transport and General Workers (L.G., April, p. 444), was fully constituted in March with the appointment of Cyril White of Vancouver as Chairman. Mr. White was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C. and Jack Lawson, both of Vancouver, who were previously appointed on the nomination of the Association and union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto (representing 47 companies within federal jurisdiction), and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., April, p. 444), was fully constituted in March with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont. as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the Bureau and union, respectively.

Conciliation Board Reports Received

1. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division) as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (L.G., April, p. 444). The text of the report is reproduced below.

2. Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 334). The text of the report is reproduced below.

3. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District), and Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1961, p. 1040). The text of the report is reproduced below.

Settlements Reached following Board Procedure

1. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District), and Brotherhood of Locomotive Firemen and Enginemen (L.G., Oct. 1961, p. 1040).

2. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., March, p. 334).

3. Canadian National Railways (Atlantic, Central and Western Regions), and Brotherhood of Locomotive Engineers (L.G., Feb., p. 158).

4. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company), and Brotherhood of Locomotive Engineers (L.G., Feb., p. 158).

Report of Board in Dispute between

Upper Lakes Shipping Limited, Leitch Transport Limited and Norris Grain Company Limited (Steamship Division) as represented by The Association of Lake Carriers

and

Seafarers' International Union of Canada

Statement by the Chairman

Honourable Sir:

The situation as to the proceedings of our Board of Conciliation and Investigation in the above matter, to date, is as follows:

"I believe that, as the steps taken by the Union have prevented us from carrying out our statutory duties and making a Report to the Honourable Minister of Labour, no useful purpose can be served from continuing the proceedings of the Board, if and when we are so permitted."

Respectfully yours,

(*Sgd.*) G. D. LAVIOLETTE,
Chairman

March 26, 1962.

Statement by the Board Member

Dear Sir:

As you know, you have appointed as members of the Conciliation Board herein

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Upper Lakes Shipping Limited, Leitch Transport Limited and Norris Grain Company Limited (Steamship Division) as represented by The Association of Lake Carriers, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Norman MacLeod Rogers, Q.C., of Toronto, and Jean G. Larivière of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Rogers.

Under the circumstances, the Minister of Labour has accepted the statements filed by the two members as the Report of the Board.

The majority report is reproduced here.

G. D. LaViolette as Chairman and J. Larivière and myself as members nominated respectively by the Union and the Company.

After careful consideration of all the events associated with the attempts made by the Board to carry out its statutory duties in making a report to you, and in particular, the steps taken by the Union which have prevented us from carrying out such duties and making such report, I believe that no useful purpose can be served by continuing the proceedings of the Board if and when we are so permitted.

Yours very truly,

(*Sgd.*) NORMAN MACLEOD ROGERS,
Member.

March 26, 1962.

Report of Board in Dispute between

Canadian National Steamship Company Limited (Pacific Coast Service)

and

Seafarers' International Union of Canada

The Board of Conciliation and Investigation appointed herein consisting of the Honourable J. M. Coady, Chairman, and G. A. MacMillan and John Drew, hereby submits pursuant to the provisions of the statute in that behalf its report as follows:

1. The Board was somewhat delayed in arranging for sittings owing to the difficulty of arranging for a satisfactory date with the parties concerned, and the first sitting of the Board was not held until the 28th of February, 1962, this being a date agreed upon as being suitable to both parties.

2. The Board sat in the board room of the Department of Labour, Federal Building, Vancouver, B.C. which was provided for our use by Mr. Currie of that department.

3. At the first sitting of the Board on February 28, the Canadian National was represented by Mr. Mason and others from that Company, and the Union by Mr. Heinekey and other representatives.

4. At this meeting briefs were presented by the respective parties. Copies of these briefs are enclosed herewith. These were supplemented to some extent by the parties during the discussions that followed. Following this there was an adjournment to March 1, 1962, to give the members of the Board time to consider the respective positions taken by the parties and to give to the parties themselevs an opportunity to prepare replies to the briefs submitted.

5. The Board sat again on March 1 when each party made its submissions in reply to the brief of the other, and the matters in dispute were thoroughly canvassed during the discussion that followed. Then the Board, in the absence of the parties concerned, considered the submissions of each, and in the afternoon of that same day called the parties separately before the Board and endeavoured to find some way

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of the Honourable James M. Coady, Q.C., Vancouver. He was appointed by the Minister in the absence of a joint recommendation from the other two members, G. A. MacMillan and John Drew, both of Vancouver, nominees of the company and union respectively.

The Report is reproduced here.

of bridging the difficulties between them, but to no avail. Generally speaking, each party stood firmly on the positions taken and the sitting was thereupon adjourned to the following morning.

6. On the following morning, March 2, 1962, the Board again sat and again interviewed the parties separately, setting before each the position taken by the other as disclosed in the discussions of the preceding afternoon, and the reasons advanced in support of the positions so taken. It was clear, however, after a somewhat lengthy discussion, that on the main issues the positions were quite irreconcilable. In the result the Board felt that it was not possible to effect any agreement between the parties, and the parties were so advised. They each expressed regrets that it was not possible to reconcile the differences and so the sittings of the Board were concluded.

7. During earlier negotiations directly between the parties concerned, the parties had tentatively reached agreement on a number of matters in dispute, subject to agreement being concluded on the remaining matters.

8. The remaining matters that the Board was called upon to consider, therefore, are as those set out in the brief of the Union on page 3 and are as follows:

a. Welfare plan
b. Statutory holidays
c. Subsistence and room
d. Laid-up ships
e. Hours of work and overtime
f. Dirty money
g. Wages
h. Deck department
i. Termination clause.

9. Generally speaking as to all of these, the Canadian National is willing to enter into an agreement on the same terms as provided in the agreement recently concluded between the Canadian Pacific Railway Company and the Union dated the 21st day of December, 1961 and expiring on January 1, 1964. This the Company points out is the last agreement signed. The employer also points out that this is an agreement covering a comparable service in most every respect and it is unreasonable to impose upon the Canadian National an agreement of more onerous terms than those found in the Canadian Pacific agreement.

The Union does not agree that the CPR service is the most comparable service, and indicates that in its view the more comparable service is that furnished by the Alaska Cruise Lines Ltd. A copy of the contract between the Union and the Alaska Cruise Lines Ltd. is enclosed. The Canadian National, in support of its submission that the CPR provides the only comparable service, points out that each company operates from the port of Vancouver one ship during the summer season only. The business is designed to cater to tourist travel and is by its very nature the same—and is highly competitive as between them. It is a round-trip fare. The accommodation, service, and rates are essentially the same. The main difference is that the CPR round trip is for eight days—that of the Canadian National nine days. In each case it is essentially a passenger service.

The Union, in support of its submission, points out that out of the 26 men of this Union employed on the Canadian National, all but six or seven are laid off at the end of the season and the same applies to the Alaska Cruise service, whereas on the CPR ship, the men laid off at the end of the season are then not out of employment, but having seniority, can then obtain employment on other ships operated on this coast by the CPR. To this submission, the Canadian National replies that the number of ships in use by the CPR in the off-season is not sufficient to provide employment for all of those laid off from the summer cruise ship, or if it does, it means that others, with less seniority or temporarily taken on, are laid off, and consequently from the standpoint of men displaced the result is about the same in each case. In any event, this does not, in the submission of the Canadian National, render the CPR service a less comparable one.

10. Of these remaining matters that came before the Board for consideration, the most important are:

a. Welfare plan
b. Duration of the proposed agreement
c. Wages
d. Overtime
e. Statutory holidays.

11. If it had been possible to reach an agreement between the parties upon these items, then the other matters would be of minor importance and, we are assured by both parties, could be satisfactorily arranged between them.

12. *Welfare plan.* The Union is asking for payment of 30 cents per man per payroll day whereas the employer agrees to pay 30 cents per day worked. This is an increase of 10 cents per day over that provided by the former agreement. The employer points out that this is the rate provided in the new agreement arranged with the Canadian Pacific and is applicable until September 1, 1962, when this rate is then increased to 30 cents per payroll day. The Canadian National will agree to this increase. The

Alaska Cruise Lines Ltd. is presently paying this increased rate.

13. *Time of Agreement.* The Union requests an agreement for a period of approximately 14 months commencing September 1, 1961, the date of the termination of the former agreement. This would be an agreement terminating about the end of the season of 1962. The Union wants this termination date because it says it will coincide with the termination date of the Alaska Cruise contract which will come up for consideration at that time.

The Canadian National points to the CPR agreement and wants an agreement of the same duration. It should be stated that alternatively the Union is willing to consider a longer agreement. The one suggested by the Board was an agreement to extend to December 31, 1963. But the Union is only prepared to consider this, if the rate of pay is presently increased substantially over that rate that appears presently in the Alaska Cruise Lines contract. To this, of course, the Canadian National is unalterably opposed and refers again to the CPR contract.

14. *Wages.* This is, perhaps, the most important issue between the parties. The Alaska Cruise contract presently provides for a scale of wages somewhat in excess of the new CPR contract but the wage scale of the latter contract while not in effect now, will come into effect in the CPR contract on or about the 1st day of May, 1963. The Union requests that the wage scale of the Alaska Cruise Lines Ltd. presently in effect shall immediately come into effect if a new contract is made with the Canadian National, or at least will come into effect at the opening of the 1962 season.

Canadian National takes the position that it is willing to enter into a contract with the same wage scale as that now provided by the new CPR contract with increases as therein provided, and which it points out will, in the course of time, reach that standard of wage which is presently payable under the Alaska Cruise contract. But the company is not prepared to grant that increase now.

15. *Overtime.* The Union requests time and a half for overtime. The Company is willing to pay time and a quarter. That is the rate payable under the CPR contract and the Alaska Cruise Lines contract.

16. *Statutory holidays.* The Union is asking for nine statutory holidays. The Company is willing to provide for seven. That is the number recognized in all its contracts and it wants to adhere to that.

This then in summary is the position taken and adhered to by the parties herein.

The Act provides that the Board shall report its findings and recommendations to the Minister. Our findings as to the issues and the position taken by the parties are as set out above. The parties have reached an impassé, it would seem. Neither will recede from the position taken.

The most important issue is whether the wage scale presently payable under the Alaska Cruise contract should be made applicable now in any contract concluded with the Canadian National rather than at the dates set out in the CPR contract. The Union no doubt feels that if that were done, this would place it in a better bargaining position in dealing with the Alaska Cruise when its contract comes up for consideration at the end of the next season. In support of its position, the Union insists that the Alaska Cruise operation is the more comparable service for the reason already set out. On the other hand, the submission of the Canadian National is that it requires parity with the CPR, and that notwithstanding what was urged by the Union as above set out.

It is the view of the Chairman and Mr. MacMillan, one of the Board members, that the comparable service is that furnished by the CPR, notwithstanding what has been urged by the Union as hereinbefore set out. In the circumstances it is not reasonable, in their view, to require the Canadian National to enter into a contract more onerous in its terms than those appearing in the CPR contract. Mr. Drew, the other member of the Board, does not share this view. In his opinion, the Alaska Cruise Lines service is the more comparable service, and for the reasons advanced by the Union as already set out.

The recommendation of the Chairman and Mr. MacMillan therefore is that in respect of the matters in dispute, the parties should enter into an agreement in the same terms as those set out in the CPR contract and for substantially the same period of time. Mr. Drew, it must be distinctly understood, does not agree with this recommendation. The recommendation is, therefore, submitted as that of the majority of the members of the Board and is not joined in by Mr. Drew. His signature to the report indicates his concurrence in the other features of the report only.

All of which is respectfully submitted.

(*Sgd.*) J. M. Coady,
Chairman

(*Sgd.*) G. A. MacMillan,
Member

(*Sgd.*) John Drew,
Member

Dated at Vancouver, B.C., the 15th day of March, 1962.

Report of Board in Dispute between

Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions)

and

Brotherhood of Locomotive Firemen and Enginemen

During March, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and including Newfoundland District), and the Brotherhood of Locomotive Firemen and Enginemen.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., Montreal, and Douglas M. Fisher, M.P., Port Arthur, Ont., nominees of the company and union, respectively.

The Report is reproduced here.

This is the decision of the Board constituted by the Minister of Labour on August 3, 1961.

The Board comprised T. R. Meighen, Q.C., representing the Company, Douglas M. Fisher, M.P., representing the Union, and chairman René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held at the CNR's main office in Montreal.

The members of the Board are pleased to inform the Minister that, during conciliation, the parties have settled their differences and that they have signed a collective agreement, a copy of which is attached to the present decision.

The collective agreement is not reproduced here.

The whole respectfully submitted.

(*Sgd.*) T. R. MEIGHEN,
Member

(*Sgd.*) DOUGLAS FISHER,
Member

(*Sgd.*) RENÉ LIPPÉ,
Chairman

Montreal, March 13, 1962.

Presidential Commission Urges Railway Work Rules Revision

Drastic revision of the work rules, compensation system and working conditions affecting the running trades on American railways was recommended in the report of a Presidential Commission.

Some of the principal recommendations are:

—Firemen should be gradually removed from all freight and yard service locomotive crews, beginning July 1.

—The railroads should be given "an unlimited right to introduce technological change," but the blow to workers displaced should be eased by providing them with partial pay for periods of up to three years, as well as with training to fit them for other jobs.

—Crew change requirements at interdivisional terminals should be eliminated.

—The complex system of remunerating the operating employees should be overhauled.

—Working hours should be shortened for many of the employees, and more overtime pay should be provided to discourage management from working men long hours.

—Overtime should be paid on the basis of time worked rather than on a combination of time and distance.

—Wages should be increased for about 75 per cent of the employees who work longer hours than in most other industries, and for the remaining 25 per cent "who are working exceedingly short hours" more work should be provided to make up for reductions in hourly rates.

—Retirement at age 65 should be made compulsory by 1967.

The necessary changes, the report says, "can and should be achieved by collective bargaining."

The Presidential Commission consisted of 15 men, of whom five represented management, five the employees, and five the public. The five public members were unanimous in their recommendations, the five members representing management signed the report with reservations, and the five labour members dissented from the majority.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada upholds finality of a British Columbia Workmen's Compensation Board decision. New Brunswick Appeal Court confirms injunction on picketing when strike illegal. British Columbia Supreme Court quashes arbitration award under collective agreement as based on an error of law

The Supreme Court of Canada found constitutionally valid the provisions of the British Columbia Workmen's Compensation Act granting the Workmen's Compensation Board the power to decide finally and conclusively all matters and questions of fact and law arising under Part I of the Act, particularly whether or not an injury had arisen out of or in the course of employment.

In New Brunswick, the Court of Appeal upheld an injunction restraining picketing in support of a strike which was illegal under the Labour Relations Act.

In British Columbia, the Supreme Court quashed an award of the arbitration board constituted under a collective agreement on the ground that the board, in asserting the company's right under collective agreement to dismiss employees without cause, provided that a proper notice was given, made an error of law when deciding an issue of law not specifically referred to it.

Supreme Court of Canada...

...upholds finality of Workmen's Compensation Board decision refusing compensation to widow

On December 15, 1961, the Supreme Court of Canada, dismissing an appeal from the judgment of the British Columbia Court of Appeal, held that the decision of the B.C. Workmen's Compensation Board on whether an injury had been caused by an accident arising out of and in the course of employment under the Workmen's Compensation Act, was within the exclusive jurisdiction of the Board and such decision was final and conclusive and not open to review.

The judgment of the Court was delivered by Mr. Justice Judson, who briefly reviewed the circumstances of the dispute. The widow of the late John Farrell who died in February, 1959, while working at the North Vancouver General Hospital, applied for compensation on behalf of herself and four children. The Board decided that the workman died from natural causes and that his death was not the result of an accident arising out of and in the course of his employment.

Then the widow moved in the Supreme Court of British Columbia for *mandamus* with *certiorari* in aid to quash the Board's decision and assess the compensation. The Court ordered the Board to file all the material that it had before it, including a transcript of the evidence given at the inquest of the deceased workman. The material showed that the workman, unknown to himself or to anyone else, suffered from a serious heart disease and that he was found dead after having engaged in some physical exertion which his work at the hospital required.

The judge who heard the motion examined the material before him, and came to a conclusion contrary to that of the Board. He held that the death was the result of an accident arising out of and in the course of employment, and directed the assessment and payment of compensation to the widow and dependants (L.G. 1960, p. 941).

In the opinion of Mr. Justice Judson, the judge really conducted a rehearing of the whole application by way of appeal, a procedure which is not provided for by the Workmen's Compensation Act and is beyond the competence of a judge sitting on a motion for *certiorari*. Therefore, the decision in question was properly set aside by the Court of Appeal (L.G., May 1961, p. 474).

In Mr. Justice Judson's opinion, the issue in the case under review was a very simple one—whether there was an accident arising

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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out of and in the course of employment. This issue, in his opinion, was unquestionably within the jurisdiction of the Board under Part I of the Act, and even if there was an error, whether in law or fact, it was made within the exercise of the jurisdiction and was not open to any judicial review, including *certiorari*.

Section 76(1) of the British Columbia Workmen's Compensation Act provides:

S. 76 (1) The Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any Court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any Court or be removable by *certiorari* or otherwise into any Court; and without restricting the generality of the foregoing the Board shall have exclusive jurisdiction to inquire into, hear, and determine:—

(a) The question whether an injury has arisen out of or in the course of an employment within the scope of this Part . . .

On two occasions (*Dom. Canners Ltd.* v. *Costanza* (1923) S.C.R. 46 and *O'Krane* v. *Alceyon Shipping Co. Ltd.* (1961) S.C.R. 299), the Supreme Court of Canada held that no court had the power to decide in an action whether a case is one for compensation under the Workmen's Compensation Act or whether the right of action is taken away by Part I of the Act. These judgments are of general application to all questions which arise for decision under Part I of the Act and which, by the very terms of Section 76(1), are within the exclusive jurisdiction of the Board and on which the decision of the Board is final and conclusive and not open to judicial review.

Mr. Justice Judson dealt also with the constitutional aspect of the case. The judge who heard the motion held that Section 76(1) of the Act was *ultra vires* of the provincial legislature on two grounds: (1) that the legislature has no jurisdiction to prevent a review by the courts of a decision of the Board upon questions of law since that deprives the subject of his right of access to the courts; and (2) that, by such legislation, the Board is constituted a superior district or county court or a tribunal analogous thereto and the members of which, not having been appointed by the Governor-General in Council pursuant to Section 96 of the B.N.A. Act, 1867, have no power or authority to exercise judicial functions.

The Court of Appeal ruled against both these grounds and, on appeal to the Supreme Court, any attack on the Board on the ground of infringement of Section 96 of the B.N.A. Act was abandoned. In Mr. Justice Judson's opinion, if an argument based upon Section 96 of the B.N.A. Act was untenable, the other argument based upon right of access to the courts fell with it.

Further, Mr. Justice Judson added that the restrictions on the legislative powers of the province to confer jurisdiction on boards must be derived by implication from the provisions of Section 96 of the B.N.A. Act. Short of an infringement of this section, if the legislation is otherwise within the provincial power, there is no constitutional rule against the enactment of Section 76(1). *Farrell et al.* v. *Workmen's Compensation Board* (1962), 37 W.W.R., Part 1, p. 39.

New Brunswick Supreme Court... (Appeal Division)...

...upholds injunction restraining picketing and granting of damages caused by illegal strike

On September 20, 1961, the New Brunswick Supreme Court, Appeal Division, in a dispute between a group of trade union organizers and Acme Construction Company of Saint John, N.B., dismissed an appeal from the judgment of the Chancery Division awarding damages of $6,344.22 against certain union members who were participating or engaging in picketing in support of an illegal strike and granting an injunction restraining such picketing (L.G. 1959, p. 945).

The Court of Appeal noted that the material facts in the case under review were much the same as those in *Gagnon et al.* v. *Foundation Maritime Ltd.*, in which case the judgment of the Appeal Court (L.G. 1960, p. 605) was upheld by the Supreme Court of Canada (L.G., September 1961, p. 939).

Relying on the decision of the Supreme Court of Canada in the *Gagnon* case, the court held, in the dispute under review, that, since the local union had not been certified, the strike was unlawful by virtue of Section 22 of the New Brunswick Labour Relations Act. The union members combined to compel recognition of their unions without certification and, as in the *Gagnon* case, were using unlawful means in their attempt to do so. The company was therefore entitled to an injunction restraining all picketing, even though it may have been peaceful. *Merloni et al.* v. *Acme Construction Co. Ltd.*, (1962), 31 D.L.R. (2d), Part 7, p. 528.

British Columbia Supreme Court...

...quashes an arbitration award because of an error of law on face of award

On November 30, 1961, Mr. Justice McInnes of the British Columbia Supreme Court, in proceedings initiated by a union, quashed an arbitration award on the ground that the arbitration board, deciding an issue of law not specifically referred to it, made an error of law.

A collective agreement between Local 212 of the Amalgamated Meat Cutters and Butcher Workmen of North America and Columbia Packing Co. Ltd. provided for the final settlement of disputes during the life of the agreement by arbitration.

Two female employees of the company were given notice terminating their services pursuant to Section 7 of the collective agreement, which read as follows:

Section 7

Notice or Pay in lieu of Notice

The former further agrees that in the event of the employer desiring to dismiss an employee hereunder who has been in the employ of the employer for over five (5) years, that such employee shall be given four (4) weeks notice in writing, or shall be paid four weeks wages in lieu thereof, and that any employee who has been employed over two (2) years, but not over five (5) years, shall be given two (2) weeks notice in writing, or paid two (2) weeks wages in lieu thereof, and further that after 30 days from date of employment any other employee other than a part-time employee shall be entitled to one week's notice in writing, or one week's wages in lieu thereof; provided however that the employer shall not be deemed obligated to give any notice whatsoever, or to give any pay in lieu thereof to any employee who is guilty of rank insubordination, dishonesty, drunkenness, or obvious disloyalty, or absence without leave except where the employee has a bona fide reason for such absence.

The two employees concerned and the union involved thought that it was a case of wrongful dismissal and the grievance procedure had been invoked pursuant to Section 8(b) of the collective agreement, which read as follows:

Section 8

Union's Recognition of Management's Rights

(b) Any employee alleging wrongful dismissal may place his allegation before the union representative and if the union representative considers that the objection of the employee has merit, the dismissal shall become a grievance, and be subjected to the grievance procedure as established by this Agreement.

The secretary-manager of the union wrote two letters to the company's president on May 2, 1961, submitting a grievance on behalf of each of the employees concerned stating that, in the company's letters of dismissal, no reason for the dismissal was given and that, in the union's opinion, there was no reason for dismissal. The union requested that the employees be reinstated and reimbursed for any time lost following dismissal and prior to reinstatement.

Negotiations with the employer for reinstatement having failed, the union, in a letter dated May 17, required submission of the grievance to a Board of Arbitration and such Board was duly constituted.

Section 13 of the collective agreement provided that grievances shall be submitted to the Arbitration Board in writing and "shall clearly specify the nature of the issue".

In the opinion of the Board, counsel for the parties could not agree on the precise wording of the terms of reference. However, the statements filed by the union with the company in the letters mentioned above were, in the opinion of the Board, sufficiently wide "to cover the various issues raised at the hearing before the Board."

Mr. Justice McInnes disagreed with the Board's position in this respect. To him, there was only one issue in the letters stating the grievance and that was whether or not the two employees were wrongfully dismissed.

At the hearing before the Board, it was alleged by the union that the employees had been discharged because they had refused to sign a petition which was being circulated for decertification of the union as a bargaining agent of the employees of the company. The company denied this and relied in the main on two defences in support of its dismissal of these employees. One, that under Section 7 it had a right to give any employee notice and, as it had given notice pursuant to the provisions of Section 7, the employees had no grievance. Alternatively, the company said the employees were discharged for good cause.

The Board accepted the company's contention that Section 7 of the collective agreement gave the company authority to dismiss any employe whether there was cause or not upon giving the requisite notice called for by Section 7. The Board then found that in the case of one of the employees sufficient notice had been given and dismissed her grievance. In the case of the other employee, the Board found that insufficient notice had been given and, in consequence, awarded her a sum of money in lieu of the proper notice that should have been given. Having done this, the Board then proceeded to inquire into the actual causes of dismissal. In this respect, the Board found that the causes for dismissal as submitted by the company were unfounded, and stated that if they had to decide the matter of whether the

employees were wrongfully dismissed or not, they would hold that they had been.

The ruling of the majority of the Arbitration Board was that the dismissals were wrongful, but the company had a right to dismiss without cause (but with a proper notice) under Section 7 of the collective agreement.

The question before Mr. Justice McInnes was whether he had jurisdiction to set aside the award. In deciding this question, he relied on a number of cases, the most recent of which was *Re The Bay Co. (B.C.) Ltd. & Local 170 of the Pipefitting Industry* (1960), 24 D.L.R. (2) 582, in which Mr. Justice Wilson dealt with the power of the court to set aside the award of an arbitration board. Mr. Justice Wilson referred to two cases; one was *Govt. of Kelantan* v. *Duff Development Co.*, (1923), A.C. 395; the other was the decision of the Supreme Court of Canada in *Faubert & Watts* v. *Temagami Mining Co.*, (1960), S.C.R. 235. In the latter case, the Supreme Court stated that there was:

> A clear distinction between a case where disputes are referred to an arbitrator in the decision of which a question of law becomes material from the case in which a specific question of law has been referred to him for decision. In the first, the Court can interfere if and when any error of law appears on the face of the award but in the latter case no such interference is possible upon the ground that it so appears that the decision upon the question of law is an erroneous one.

Relying on both decisions, Mr. Justice Wilson held that "no interference is possible" however erroneous the decision, upon a point of law clearly referred to the arbitrators for decision.

Mr. Justice McInnes, in the case under review, referred also to *F. R. Absalom Ltd.* v. *Gt. Western (London) Garden Village Society Ltd.*, (1933), A.C. 598, where Lord Russell of Killowen quoted from the judgment of the Privy Council in the case of *Attorney-General for Manitoba* v. *Kelly* (1922), 1 A.C. 268, the following passage:

> Where a question of law has not specifically been referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award.

Relying on these and other judgments dealing with the matter of setting aside an arbitration award, Mr. Justice McInnes arrived at the conclusion that, if the majority of the Board of Arbitrators in the case under review had answered the question specifically submitted to them, their award could not be set aside, no matter how erroneous it might be.

The question therefore before the court was—had they done so? In his opinion, they had not, because the letters of May 2 from the union to the company submitting the grievances, and the letter of May 17 requiring a Board of Arbitration, formulated the issue to be decided by the Board, amounting to a question—Were these two employees wrongfully dismissed? Section 8(b) of the collective agreement gave to an employee alleging wrongful dismissal the right to initiate proceedings to have the matter determined by arbitration unless the issue could be amicably disposed of.

In order to determine this issue, the Board would be required to hear evidence and to determine the facts which led to the dismissal. It would then make a determination in law as to whether, under the terms of the contract, the dismissal was justified. In short, it would involve, on the part of the Arbitration Board, the determination of a question of mixed fact and law.

In the opinion of Mr. Justice McInnes, the Board did not proceed under Section 8(b) but adopted the argument of the employer that Section 7 gave the employer the right to dismiss any employee on notice, irrespective of whether there was cause for dismissal or not. In interpreting Section 7, the Board felt that this section gave the employer some special powers of dismissal.

Actually, according to Mr. Justice McInnes, Section 7 derogates from the common law right of an employer to dismiss anyone without cause on proper notice, and, in the case of employees such as the two women involved, who were employed on a weekly basis, at common law they could have been given one week's notice. Section 7 provided that they were entitled to additional notice, depending upon their length of service.

The proviso to Section 7 merely restated the common law that, if just cause exists for dismissal, an employee may be discharged without notice. However, Mr. Justice McInnes continued, the provisions of Section 8(b) of the collective agreement materially affected the provisions of Section 7 because they gave the right to an employee, who said she was wrongfully discharged, to have the matter submitted to arbitration and the cause of the dismissal established and, if that cause was held to be insufficient, the employee was entitled to be reinstated under the provisions of Section 8(d) which read as follows:

> S. 8 (d) In the event that decision is made to reinstate an employee, he or she shall receive pay for time lost following dismissal and prior to reinstatement, in an amount sufficient to make up the difference between any monies received by that employee for other employment, and his or her full pay.

An arbitration Board may grant such lesser settlement, but not less than 50% of the employee's regular salary, as believed proper due to all circumstances surrounding dismissal.

The reason for the insertion of Section 8(b) in the collective agreement was obvious considering the provisions of Section 8(c) which read as follows:

S. 8 (c) No employee shall be discharged or discriminated against for any lawful union activity, or for serving on a union committee outside of business hours, or for reporting to the union the violation of any provision of this agreement.

And the proviso to Section 7 further provided that a notice was not necessary to any employee who was guilty of insubordination, dishonesty, drunkenness, obvious disloyalty or absence without leave.

In the opinion of Mr. Justice McInnes, if, as the Board had held, Section 7 gave an unlimited right to the employer to dismiss any employee on notice, then an employer who wished to dismiss an employee for union activities or for any of the matters referred to in Section 8(c), could, without giving any reason for dismissal, give notice under Section 7 and thereby, to all intents and purposes, render Section 8(b) inoperative. Similarly, it was conceivable that an employer might suspect an employee of dishonesty, but, not wishing to rely upon this as a ground for dismissal because of being faced with proceedings under Section 8(b), would elect to dismiss the employee on notice under Section 7. On the basis of the majority award, the employer would be quite justified in so doing and would not then be called upon to assign any cause for dismissal.

Further, Mr. Justice McInnes added that Section 7 could not be used by the employer to bar any inquiry under Section 8(b) and, if the employees in question felt that they had a grievance, they had a right to have the matter submitted to arbitration and were entitled to a finding on the cause for their dismissal and a determination as to whether or not they were wrongfully dismissed.

Mr. Justice McInnes came to the conclusion that, in disposing of the matter under Section 7 of the collective agreement without regard to the provisions of Section 8(b), the majority of the Board had brought themselves squarely within the dicta of Lord Russell of Killowen in *the Absalom case* when he said that it was essential to keep the case where disputes were referred to an arbitrator, in the decision of which a question of law became material, distinct from the case in which a specific question of law had been referred to him for decision.

In the case under review, the majority of the Board had founded its award upon the company's submission that Section 7 enabled it to by-pass the provisions of Section 8(b). That, in the opinion of Mr. Justice McInnes, was not the specific question referred to the Board and its members have decided a question of law which, in their judgment, became material distinct from the specific question which had been referred to them. The Board's conclusion in law as to applicability of Section 7 was wrong and consequently the award must be set aside. *Re Columbia Packing Co. Ltd. and Amalgamated Meat Cutters and Butcher Workmen of North America* (AFL-CIO) Local 212, (1962), 31 D.L.R. (2d), Part 2, p. 102.

Recent Regulations under Provincial Legislation

Alberta Board of Industrial Relations issues four special orders governing inexperienced garment workers, the ambulance industry, travelling salesmen and social welfare workers. Some licensing requirements revised in Manitoba

Alberta Apprenticeship Act

The regulations under the Alberta Apprenticeship Act governing the carpentry trade have been re-issued with some changes in the provisions relating to certificates of qualification and educational requirements for apprentices. The new regulations were gazetted on February 28 at Alta. Reg. 74/62.

As before, any person with at least four years of experience in the carpentry trade may apply for examination for a certificate of qualification as a carpenter. A new provision stipulates, however, that an applicant who has been a registered apprentice in the trade in Alberta and has failed to complete his obligations under the Act must do so before a certificate of qualification may be issued to him.

If a candidate fails to obtain the required pass mark, four alternatives are open to the Local Advisory Committee. It may recommend that he be granted a certificate of qualification, provided it believes that his age, experience, employer's reports and examination results warrant such action;

or that he be re-examined after a minimum waiting period of six months; or that he register as an apprentice and complete his training; or it may declare him ineligible for a certificate.

The minimum educational requirement for apprentice carpenters is now Grade IX or its equivalent, instead of Grade VIII. The minimum age for apprentices remains 16 years.

As before, the term of apprenticeship is four years, including the three-month probationary period with the customary allowance for technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen remains one to five, except that the Local Advisory Committee now has authority to recommend that additional apprentices be employed. In line with the usual practice, an employer who is himself a journeyman or employs one journeyman is again allowed to have one apprentice.

The provisions relating to educational and technical classes, practical training, annual certificates of progress, completion of apprenticeship certificates and wage rates are unchanged.

Alberta Labour Act

The Alberta Board of Industrial Relations has issued two new special minimum wage orders providing for the payment of lower minimum rates to learners in the garment industry, and establishing a minimum wage of 85 cents an hour for certain employees in the ambulance industry. The new orders were gazetted February 28 to take effect from date of publication.

An hours of work and minimum wage order gazetted the same day raised the minimum weekly wage of travelling salesmen from $30 to $34. Another provided for conditional exemptions from the hours and overtime legislation for social welfare workers and certain other municipal employees.

Garment Industry

The new special minimum wage order for the garment industry, No. 17 (1962), provides for the payment of lower rates to learners under permit from the Board, subject to certain limitations.

Before making the order, the Board held a public hearing at which employers, employees, trade union representatives and other organizations interested in the welfare of workers were invited to make submissions concerning proposals to introduce lower minimum rates for learners.

The new order for the garment industry provides that, on the application of the employer, the Board may issue a permit authorizing the employer to pay female employees with less than eight weeks experience in the garment industry at a rate below the prescribed minimum wage.

If a learner's permit is granted, the minimum payable in places with a population of over 5,000 is $28 a week for the first four weeks of employment and $30 for the second four weeks. In other parts of the Province, inexperienced female employees in the garment industry must be paid at least $24 a week during the first four-week period and at least $26 during the second. The regular minimum for full-time adult workers is $34 a week in centres with a population of over 5,000 and $30 elsewhere.

The order also imposes a quota, providing that the total number of inexperienced employees employed by any employer may not exceed 25 per cent of the total number of workers employed in the garment industry. However, an employer who has fewer than four employees may hire one inexperienced garment worker.

Ambulance Industry

Order No. 34 (1962), the first such order to be issued in Alberta, applies to all persons employed as ambulance drivers and attendants by employers operating class A ambulances.

A class A ambulance is defined in the regulations under the Public Service Vehicles Act as a commercial ambulance operated in or out of the cities of Edmonton, Calgary, Lethbridge and/or suburbs thereof.

Ambulance drivers and attendants in this category must now be paid at least 85 cents an hour. For any period of employment of less than four consecutive hours, the minimum is $3.40.

These employees are now permitted to work up to 10 hours in a day and up to 60 hours in a week at straight-time rates. However, if they work beyond these limits, they must be paid one-and-one-half their regular rate for every such hour worked.

The order further provides that, if these employees are customarily on duty between the hours of 6 p.m. and 8 a.m. and are provided with adequate sleeping accommodation, 14 hours of such duty is to be considered the equivalent of 10 hours of work.

Ambulance drivers and attendants are also granted a conditional exemption from the order dealing with split shifts, No. 21 (1952), which requires working hours to be confined within a 10- or 12-hour period following commencement of work, depending on the location. Order No. 34 (1962) provides that hours of work may be per-

formed within a 14-hour period following commencement of work in the case of employees normally employed between the hours of 6 p.m. and 8 a.m. and within a 12-hour period in the case of other employees. The order stipulates, however, that no employer may require ambulance drivers or attendants to work beyond these limits.

Commercial Travellers

The revised hours of work and minimum wage order for commercial travellers, No. 25 (1962), has a slightly broader coverage than the order it replaces. It applies not only to commercial travellers, commercial agents and salesmen for a commercial agent licensed under the Licensing of Trades and Businesses Act, automobile, truck and bus salesmen, but also covers mobile home salesmen, farm machinery salesmen and persons selling heavy duty construction and road construction equipment.

As previously indicated, the minimum wage for salesmen in these categories has been increased from $30 to $34 a week, the minimum set for employees in centres with a population of over 5,000 under Order No. 2 (1961). As formerly, the order permits wages to be adjusted so that every employee receives the minimum wage provided the period of adjustment does not exceed one month.

As before, these classes of salesmen are exempted from the general minimum wage orders and from the hours provisions of the Act, which means that they may work beyond the prescribed daily and weekly limits and are not entitled to overtime.

Social Welfare Workers, Other Employees

Order No. 33 (1962) applies to social welfare workers, probation officers, dairy inspectors, recreation directors and sanitary inspectors employed full-time and paid on a monthly basis by any city, town, new town, village, county, municipal district or health unit.

The new order permits these classes of employees to work beyond the daily and weekly limits set in the Act and in orders of the Board, and also exempts them from the split shift provisions. However, if these employees work beyond the prescribed limits, they must be granted a number of hours off duty with pay during regular working hours equivalent to one and one-half times the number of overtime hours worked. Employees who are granted time off are not entitled to overtime.

The hours off duty may be accumulated, in which case they must be granted at a time agreeable to both the employer and the employee. The order also stipulates that accumulated hours off duty must be granted not later than immediately following the employee's next annual vacation.

British Columbia Hours and Wages Acts

The British Columbia Board of Industrial Relations has issued an order revising the list of officers authorized to issue overtime permits. It enables the Chairman of the Board, the chief industrial relations officer and the supervisor of the Vancouver office to issue temporary permits to industrial undertakings allowing employees, in exceptional cases, to work longer than eight hours in a day and 44 in a week.

The order further provides that industrial relations officers stationed outside the cities of Vancouver and Victoria may issue temporary permits extending hours for periods not exceeding two weeks.

The new order was gazetted March 22, replacing regulations made December 20, 1946 and November 7, 1952.

Manitoba Acts

Manitoba Barbers' Act

The regulations under the Manitoba Barbers' Act respecting the examination and licensing of barbers have been revised. The new regulations (Man. Reg. 23/62) apply in Metropolitan Winnipeg and in all other incorporated cities and towns in the province.

The same classes of licences are provided for master barbers, journeyman barbers and improver barbers, but some of the requirements have been changed.

A master barber's licence may now be issued only to a person with at least two years experience as a journeyman barber and authorizes the holder to operate a barber shop only at the address shown on the licence. The regulations also stipulate that no person may operate a barber shop or employ improver or journeyman barbers unless he holds a valid master barber's licence. They further provide that, if two or more barbers work in the same shop, at least one must have a master barber's licence in respect of that shop.

To qualify for a journeyman barber's licence, an applicant must have had a minimum of 18 months experience as a licensed improver barber in a shop operated by a qualified master barber, or must have worked as a barber for at least two years in another jurisdiction after a period of training as a student or apprentice barber. The holder of a journeyman barber's licence may work only in the employment of or in partnership with a master barber.

An improver barber's licence authorizes the holder to work under the direct supervision of a licensed master or journeyman barber. Such a licence may be issued to a person who has had not less than 1,000 hours training in a barber school registered under the Trade-schools Regulation Act, or has had equivalent training or experience in another province or country. A person who fails to attain the required pass mark for a journeyman barber's licence may also be granted an improver barber's licence on the recommendation of the Board.

With certain exceptions, journeyman and master barber licences expire on the March 31 following date of issue. An improver barber's licence ceases to be valid after the holder has been employed as a barber for 18 months. The holder of such a licence must then apply for a journeyman baber's licence if he wishes to continue to work as a barber. In no case will an improver barber's licence be valid after two years from date of issue.

As before, the regulations set a quota for improver barbers. A master barber may employ only one improver barber but may engage one additional improver barber for each additional two journeyman barbers employed in that shop. The regulations further stipulate that an improver barber must work under the direct supervision of a master barber and may not rent a part of a barber shop in which to carry on business as a self-employed person.

The regulations make it mandatory for barber shops to close on the seven statutory holidays specified.

Manitoba Hairdressers' Act

Regulations under the Manitoba Hairdressers' Act dealing with the licensing of hairdressers and hairdressing salons were gazetted as Man. Reg. 22/62 on March 17, replacing Man. Reg 6/45.

The new regulations have a somewhat wider coverage than the former regulations, applying in Brandon as well as in Metropolitan Winnipeg.

Four classes of licences are again provided for, but most of the titles have been changed. Instead of owners', master hairdressers', operators' and improvers' licences, the new regulations provide for hairdressing salon licences, operators' licences, improvers' licences and specialists' certificates.

A hairdressing salon licence authorizes the holder to operate a hairdressing business only at the address shown on the licence. A hairdresser holding either an operator's licence or an improver's licence may work in any licensed hairdressing salon. A person with a specialist certificate for beauty treatment or manicuring may work only at the specialty described on the licence.

To qualify for a hairdressing salon licence, a person must have had at least two years exprience as the holder of an operator's licence and must work in that hairdressing salon, or must employ at least one person with two or more years experience as the holder of an operator's licence.

A candidate for an operator's licence must have had a minimum of 12 months experience as a licensed improver hairdresser under the direct supervision of a person holding an operator's licence. A person with two or more years of acceptable experience in another jurisdiction may also apply for an operator's licence, provided he has worked as a hairdresser for at least one year after a period of training as a student or apprentice hairdresser.

An improver's licence may be issued to a person with a minimum of 1,000 hours of training in a hairdressing school registered under the Trade-schools Regulation Act who has qualified for an operator's licence examination but has failed to obtain the required pass mark.

Before any licence may be issued, the applicant must pass the prescribed examination and satisfy the Board of Examiners that he has had the required training and experience. However, the Minister of Labour may issue a hairdressing salon licence without examination to an applicant who is not himself a licensed operator but employs at least one person who is. The regulations also stipulate that a person applying for a hairdressing salon licence must satisfy the Board that his premises meet the standards laid down in the regulations under the Public Health Act.

Operators', specialists' and hairdressing salon licences will expire on March 31 following date of isue. An improver's licence will cease to be valid as soon as the holder has had 12 months experience in the trade, the regulations stipulating that the holder must then apply for examination for an operator's licence. In no case will an improver's licence be valid for more than two years from date of issue.

Unlike the former rules, the new regulations impose a quota on improvers. Only one improver hairdresser may be employed in a salon with only one licensed operator, the regulations further providing that one additional improver may be engaged for each two additional operators employed.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of February down 17.5 per cent from total on same date last year, statistics* show. Included in the 718,700 claimants were 207,300 seasonal or fishing benefit claimants

Claimants for unemployment insurance benefit on February 28 numbered 718,700. This was nearly 3 per cent more than the January figure of 698,500, but for the second month in succession the total was about 17.5 per cent below that of the corresponding month in 1961. The February 1961 figure was 872,800.

The February total includes seasonal benefit and fishing claimants numbering 207,300, compared with 174,200 such claimants on January 31 and 249,600 on February 28, 1961.

The proportion of claimants entitled to seasonal benefit was 29 per cent, which was the same as last year.

Males accounted for more than 80 per cent of the decline from last year in the number of claimants. Claimants for regular benefit were 112,000 fewer than in 1961; seasonal benefit claimants, 42,000 fewer.

On February 1, claimants for benefit were estimated to amount to 17 per cent of the insured population. On the same date last year the proportion was 20 per cent.

Persons on continuous claim for 13 weeks or more comprised a quarter of the total on February 28, but more than a third of the female claimants were in this category.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in February numbered 205,600, which was 114,600 fewer than in January and 29,000 under the total for February 1961.

Compared with the previous month, initial claims dropped 38 per cent and renewals 28 per cent. Compared with February 1961, both initial and renewal claims were 12 per cent fewer.

* *See* Tables E-1 to E-4 at back of this issue.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

About 97,600 or two-thirds of the February initial claims, were identified as new cases, the remainder being from persons exhausting regular* benefit and seeking re-establishment of credits, under either the regular or the seasonal benefit provisions. This reflects the shift from regular to seasonal benefit that accelerates as the winter progresses.

In December, for example, almost 90 per cent of the initial claims were classed as new cases. In January, this proportion was under 80 per cent. Since the minimum authorization on a regular claim is 12 weeks, exhaustions during January and February do not include persons establishing regular benefit during December or subsequently.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated at 590,400, compared with 561,000 in January and 737,400 in February 1961.

Payments totalled $58,000,000 almost the same as in January but $13,000,000 less than the $71,000,000 paid out in February 1961.

*The minimum authorization on seasonal benefit claims is 12 weeks (except where the commencement date is later than March 3); thus no exhaustions would occur before February 18. However, the chance that persons may exhaust seasonal benefit and re-file at once is very small, as they are not entitled to a second seasonal benefit, but must fulfil the usual requirements for regular benefit.

The average weekly payment was $24.56 in February, $24.57 in January, and $24.07 in February 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February showed that insurance books or contribution cards had been issued to 5,044,685 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At February 28, registered employers numbered 336,115, a decrease of 322 since January 31.

Enforcement Statistics

During February, 10,087 investigations were conducted by enforcement officers across Canada. Of these 6,643 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 178 were miscellaneous investigations. The remaining 3,266 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 257 cases, 59 against employers and 198 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,083.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled $26,729,486.50, compared with $30,371,516.41 in January and $27,874,700.13 in February 1961.

Benefits paid in February totalled $57,988,338.19, compared with $57,799,309.93 in January and $70,988,923.23 in February 1961.

The balance in the Fund on February 28 was $104,618,453.34; on January 31 it was $135,877,305.03 and on February 28, 1961 it was $240,627,927.00.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB 1927, January 19, 1962

Summary of the Main Facts: The claimant, whose case has been selected as a test case, lost his employment as a coil assembler with the R..... company on September 28, 1960, in the following circumstances:

The company, manufacturers of motors, began operations in March 1960. The [union] obtained certification as bargaining agent on behalf of the hourly rated employees of the company and in May 1960, negotiations began on the terms and conditions to be incoporated in the first agreement. Several meetings were held between the employer and the union without successfully negotiating an agreement.

The matters in dispute, which were chiefly wages and seniority, were referred to both a conciliation officer and a conciliation board but still no accord was reached, and the union called a strike effective at 1.00 p.m. on September 28, 1960, thereby causing a complete cessation of operations at the company's plant. Picket lines were placed at the entrances to the employer's premises, but at no time did the pickets interfere with any person or vehicle entering or leaving the plant.

The workers whose conditions of employment were involved in the dispute were the hourly rated employees, viz., tool and die makers, machine operators, coil assemblers, AC and DC motor assemblers, VS testers, flame cutting machine operator, selector, winder spreader, balancer and a notching press operator, tool crib attendant, shipper, receiving and general factory workers, and totalled 42 males and 4 females (42 of these employees were members of the union).

During the period February 20, 1961, to April 25, 1961, the employees at work were as follows:

February	20,	1961	6	employees
March	8,	"	14	"
March	20,	"	17	"
April	3,	"	20	"
April	12,	"	22	"
April	25,	"	25	"

On May 26, 1961, however, the number of workers at work, including 12 union members who had returned to their jobs, was 23 only. (It would appear from the testimonies given before the board of referees that 13 other union members had submitted their resignations to the company and obtained employment elsewhere and that, of the 42 members of the union

*These do not necessarily relate to the investigations conducted during this period.

who had gone on strike, only 17 were still picketing the plant on May 26, 1961).

The claimant filed a renewal application for benefit on May 11, 1961, and was registered for employment as a service station attendant. In the application he stated:

The union members went on strike 28 Sept. 60 and are still on strike. I have been unemployed as of 29 Sept. 60 but was on strike and a member of the picket line. I usually spent 8 to 9 hours a day as a picketer. I am able and available to accept full-time employment.

The insurance officer disqualified the claimant and suspended benefit from May 7, 1961; on the ground that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to continue for so long as the stoppage continued (section 63 of the Act). In reaching his decision, the insurance officer commented:

...At the time this claimant made application for benefit on May 11th, 1961, there were approximately 22 or 23 hourly rated employees on strength. The number of employees working at this time represented approximately 50% of the 46 who were on strength when the strike commenced. . . As there were only approximately 50% of the hourly rated employees back to work in comparison to the number who went out on strike, it was reasoned that there had been no substantial resumption of work, and that neither the number of persons back to work nor the production attained met the 85% test considered reasonable by decisions of the Umpire. . .

From the decision of the insurance officer, the claimant appealed to a board of referees on May 24, 1961, and stated:

...My appeal is based on the following: on many occasions the Plant Manager and other officials of the R Company stated that when they had 22 workers in the plant, the plant would be able to resume normal operations. The company made these statements back as far as Feb. and March of this year...

On May 29, 1961, a representative of the union sent to the insurance officer photostated copies of newspaper clippings in which he had underlined certain statements made to the press by the manager of the plant. Those statements are contained in the following excerpts from the clippings:

March 14, 1961:

On Feb. 20 after the company delivered an ultimatum to the union members to either return to work or have the operation closed, six employees returned to work. Since then, an additional six men previously not employed by the firm have reported for work.

"This brings our work force to 12 men," commented the assistant plant manager of the Stratford operation.

"With only ten more workers, we will be in a position to resume complete operations here, and handle all business for the foreseeable future" he said.

March 16, 1961:

Twelve workers crossed the picket line at the R Ltd. plant this morning unmolested. A reduced number of policemen stood by to ensure their safe conduct.

On Wednesday a seventh union member left the picket line. . .and returned to work.

Six other picketers returned to work on Feb. 20, after management delivered an ultimatum to either return to work, or have the operation closed.

Since then, six men previously unemployed by the strike-bound firm have been hired by its personnel office, and put to work. Twelve members of the total work force of 13 men reported to work this morning. One worker is reported sick at home.

"This brings our total work force to 13 men. We intend to continue to hire either persons previously unemployed by the firm, or such union members as might wish to return", said ....., assistant plant manager.

"With 22 workers we will be able to handle any orders to be filled for the foreseeable future," he added.

March 20, 1961:

Two of the pickets returned to work this morning, along with another man previously not in the employ of the firm.

"This brings our work force to 16 men, and with six more we will have enough employees to resume full operations", said the assistant plant manager.

March 24, 1961:

The 42-member union local went on strike against [the R company] on Sept. 28, 1960, to support wage demands in a new working contract.

Nine of the union members have since abandoned the picket line and returned to work. In addition to these, eight men previously not in the employ of the firm have been hired and put to work. This puts the plant work force at 17 men.

[The] assistant plant manager said earlier, "with 22 employees, we will be able to resume complete operations here and handle all business for the foreseeable future."

April 3, 1961:

The work force at [the R company] factory swelled to 20 people today. Two new female employees, previously not in the employ of the firm, reported to work this morning.

All of the workers crossed the picket line... unmolested.

Of the 42 members of the union local who went on strike against the firm on Sept. 28, 1960, only 33 remain. Nine have returned to work.

[The] plant manager reported that a work force of 22 employees is needed by the firm to resume full operation.

April 25, 1961:

[The] plant manager said today that 12 of the union members have returned to work, and eight have turned in their resignation, and left both the firm and the union.

"The plant is operating quite normally," [he] said.

He reported that the work force at the plant consists of 25 men and women in the factory, and 16 people employed in the offices.

"For the past week or more, there have been 41 workers going in and out of the plant, across a picket line of 12 or 13 people, at the most" said [plant manager].

In his written submission to the board of referees, the insurance officer included, *inter alia,* the following considerations:

(d) The local office were asked to check with the employer and establish the date on which the number of employees back to work

reached 22. It was established that for the first time there were 22 employees back to work on April 12th, 1961, and this group comprised both former and new employees.

(e) The insurance officer considered the presence of the picket line was undoubtedly hampering the operations of this plant. The manager advised the local office that production was slightly in excess of 50%; in turn, with approximately 23 out of 46 employees back to work, indicated that no substantial resumption of work had occurred to date. The limited operations of the plant appeared to be directly attributable to the labour dispute. Under these circumstances the insurance officer considered this claimant, and all others similarly disqualified, were still subject to disqualification under the provisions of section 63 of the Act, and therefore referred the test appeal to the board of referees for their decision.

(f) Consideration would be given however to any disqualified employee who submitted information to suggest that he could be considered as having satisfied the conditions for entitlement to relief under section 63(b) or (c) of the Act.

A board of referees heard the case on June 26. The claimant was represented at the hearing by two officials of his union. The Company was unrepresented.

One union official submitted that "a reasonable and substantial resumption of work" had taken place at the company's plant on April 25, 1961. He based his contention on the statements made to the press by the plant's manager, and also on a statement made on March 13, 1961 by the company's counsel at the last meeting of the negotiating committee.

The union official called as a witness a man who was at that meeting and asked him to tell the board of referees of the statement made by the company's counsel. In his reply he said that the company's counsel had said: "... our business in the foreseeable future is such as will not permit us to re-employ more than 10 additional people, giving us a total of 22."

The witness said this indicated that at that time the company had about a dozen employees in the plant, and that the company believed they had no requirement for staff in excess of 22. The negotiating committee interpreted the counsel's statement that way.

In answer to questions from the chairman of the board of referees, the union official said the company had been hiring "practically everyone who was interested in a job there up until the required 22 or 25 employees." Some of the key personnel had returned to work and the new employees were hired whether or not they knew anything about the work, he said.

The board, by a majority decision, upheld the decision of the insurance officer and dismissed the appeal. The board's decision reads in part:

[The union official] stressed the point that the plant was back to normal production. This point could not be proved by [him]. He is dealing with a plant on strike that would not receive orders because of this strike. It is therefore reasonable to consider that full production has not been achieved with the present staff. . .

. . . The majority of the board considers that a reasonable or substantial resumption of production of which the plant is capable has not occurred within the meaning of Sec. 63 of the U.I. Act. . .

The dissenting member stated in part:

...The employer did not appear either to produce evidence or to repudiate that submitted by the claimant.

In view of the statements made by the plant manager, and quoted by the press, it is my opinion that the work stoppage has ended. [The plant manager] was quoted as saying that shipping and receiving were being carried on across the picket line without interference. It is my opinion that because of the length of time this strike has been in progress the picket lines would have little effect on the operation of the plant. It also appears to me that the company, as early as March 1961, set a standard or quota of 22 workers and said that when 22 workers returned, they would be able to produce enough to satisfy the production needs. At no time did the company representatives make a statement to the effect that the plant would be kept open for those who wished to work, but did in fact set this figure of 22 as being sufficient to meet their production needs.

With due regard for past decisions of the Umpire I feel that the figure of 85% is not realistic in this case as this company may find it economically impractical to ever return to that production figure.

Because of these reasons I find that the work stoppage has ended, and as April 12, 1961 was the first day on which 22 employees reported for work it is my further decision that this date, April 12, 1961, was the date on which the stoppage ended.

The insurance officer's decision should be reversed and the claim allowed.

The union of which the claimant is a member appealed to the Umpire on July 7, 1961, and stated in part:

...It is our submission that the insurance officer, in the first instance, erred in his interpretation of section 63 of the Unemployment Insurance Act, and that this error was continued in the decision rendered by the majority of the board of referees, namely the employer's representative and the chairman of said board.

The union submitted all the pertinent evidence, both oral and written, to the board of referees, and the union intends to rely on the said evidence in its appeal before the Umpire.

It should be pointed out that none of the evidence submitted by the union before the board of referees was contradicted by anyone including the management of the company; in fact the management of the company were not represented at the hearing, therefore our evidence was uncontradicted. It will be noted that in the last paragraph of the brief statement of facts set out in the record of pro-

ceedings and decision of board of referees, the majority of the board of referees have chosen to stand justice on its head. On the other hand we subscribe to the views and opinions expressed in the minority report...

On September 13, 1961, the Assistant Legal Adviser of the Commission forwarded to both the office of the Umpire and to the union's Director of Organization a photostatic copy of a letter from the Manager, Industrial Relations, of the R..... Company to the Regional Office of the Unemployment Insurance Commission at Toronto, dated June 6, 1961, together with a copy of his covering letter to the Director of Organization. This letter reads in part:

...This evidence was not available to the board of referees. It is felt that the letter is of sufficient importance that the same should now be brought into evidence prior to the final adjudication of the case in order that proper jurisprudence will be established. The reason that the letter dated June 6, 1961 was not introduced into evidence at the hearing of the board of referees was because of [the sender's] statement in the final paragraph of his letter to the effect that such information was of a confidential nature. [The Assistant Legal Adviser] has since been talking to him on the telephone and he has now consented to the same being introduced as evidence notwithstanding his previous remarks...

On September 15, 1961, J. A. MacDonald, a solicitor of the Legal Branch of the Commission, delivered to the Registrar of the Umpire a letter from the industrial relations manager to that Branch, also dated September 13, 1961.

An oral hearing was held before the Umpire in London, Ont., on September 18, 1961. The union's Director of Organization represented the claimant. The Commission was represented by J. A. MacDonald.

At the commencement of the hearing, the union official strongly objected to the inclusion in the evidence of the letters sent by the industrial relations manager, for the following reasons: (1) The information contained in those letters could not be classified as new facts and should not be admitted as such before the Umpire. (2) He was not so concerned about what was contained in the letters, but about the fact that what was said therein was not part of the "official" evidence when the board of referees heard the case on June 26, 1961. He contended that as the employer had requested the information to be kept confidential, then it should have been so kept and, more important, it should not have been shown to the insurance officer or to "certain mmbers" of the board of referees, particularly as the claimant's representative was completely unaware of its existence and was not given the opportunity to rebut the information.

With regard to the merit of the question involved in the case, viz., that a substantial resumption of work occurred at the plant on or before April 25, 1961, he stated that if the board of referees had decided the case solely on the basis of the evidence which was "officially" before it, it could not but have maintained the claimant's appeal. The statements made to the press were at no time denied by the responsible official of the company who had made them and the union had them corroborated, so to speak, by a witness who heard the company's counsel repeat, in the presence of and without any objection being raised by the writer of the letters dated June 6 and September 13, 1961, substantially the same statement during the last meeting of the negotiating committee before the Chief Conciliation Officer.

He pointed out further that all that evidence was placed before the board on behalf of the claimant, and as the company did not see fit to have witnesses nor a representative attend the hearing, such evidence was at no time refuted and, therefore, must stand. Consequently, on the basis of the official evidence, the board of referees erred in concluding, in its majority decision, that the union representative had been unable to prove his contention, viz., that the plant was back to normal. It erred also in stating that the plant "would not receive orders because of the strike," as there was no definite evidence to support such a view before the board.

He ended his remarks by saying he shared the opinion of the dissenting member of the board that, as the employer did not appear before the board either to produce evidence or to repudiate the evidence produced by the claimant, the proof adduced on the latter's behalf showed that the stoppage of work had ended on April 12, 1961, the first day on which 22 employees, the quota set by the employer, had reported for work since the beginning of the strike.

Mr. MacDonald stated, *inter alia,* that according to the established jurisprudence, the question whether a stoppage of work had terminated was a question of fact and that, as the evidence showed that at no time since the commencement of the strike the working force had reached 85 per cent of what it was before the strike, the board of referees had naturally followed the jurisprudence in deciding that the stoppage of work had not terminated.

On October 12, 1961, the Legal Adviser of the Commission, with the permission

of the Umpire, produced written arguments to which the union's Director of Organization replied on October 16.

Considerations and Conclusions: The first one of the reasons put forward by the Director of Organization in support of his objection to the inclusion in the evidence of the two letters in question is, in itself, sufficient justification for me to maintain his objection, as the information contained in those letters does not fulfil the conditions which, according to the jurisprudence established by the Umpire in decisions CUB 1129 and 1675, must be fulfilled before any fresh information can be included in the evidence and considered on the grounds of new facts; consequently, it is not necessary for me to deal with his second contention set forth above.

With regard to the merit of the question at issue, the criterion suggested by Mr. MacDonald, in my opinion, is not the proper one in the present case. As laid down in several decisions of the Umpire, a "stoppage of work" refers primarily not to the cessation of the workers' labour, but to a stoppage of the work normally carried on in the premises at which the workers are employed. If at any time after the commencement of a stoppage, an employer chooses to prolong a stoppage to suit his own convenience, the workers' employment is no longer lost by reason of a stoppage of work due to a labour dispute.

In the present case, there is definite evidence that, at some time during the stoppage, the employer decided he would, for an undetermined period of time, be satisfied with whatever production could be achieved through the work of 22 employees and when that number was reached, he stated "the plant is operating quite normally" and refused to hire more persons.

There is evidence also that at no time did the pickets interfere with any person or vehicle entering or leaving the plant. The statement made in the majority decision of the board, namely, that the plant would not receive orders because of the strike, is not supported by any definite or even convincing evidence. I think it can be safely said that in most instances after a prolonged stoppage there is often a difficulty in securing new orders and in recovering lost trade, but the effect of these causes is so speculative that a continuance of a shortage of work due to them cannot be regarded as a stoppage of work due to the labour dispute, though it may be connected therewith.

In view of the foregoing, I share the opinion expressed by the dissenting member of the board of referees, namely, that, as the employer did not appear before the board either to produce evidence or to repudiate the evidence produced by the claimant, the proof adduced on the latter's behalf showed that the stoppage of work had ended on April 12, 1961, it being the first day on which 22 employees, the quota set by the employer, reported for work since the beginning of the strike.

For the above reasons, I decided to allow the Union's appeal.

Monthly Report on N.E.S. Operations

During March, the major indicators of National Employment Service operations continued to show a pattern of increase over the corresponding period a year ago.

Some 98,000 vacancies were notified to National Employment Offices, an increase of 21.7 per cent over March 1961. Vacancies for men, at 60,900, were higher than a year earlier by 23.7 per cent, and vacancies for women increased by 18.5 per cent to a total of 37,100.

Vacancies notified during the first quarter of 1962, totalling some 278,400, were higher than during the first three months of every year since 1947.

Placements effected in March, numbering some 77,500, showed a proportionate increase of 21.4 per cent over the same month last year. Some 50,000 were placements of men, a yearly increase of 20.6 per cent; placements of women rose by 22.8 per cent over last year.

All regions of the National Employment Service reported yearly increases. Percentage increases were:

Atlantic	11.8
Quebec	22.2
Ontario	24.3
Prairie	19.1
Pacific	21.3

Placements effected during the first quarter of 1962, amounting to some 225,000, exceeded those during corresponding periods in every year since 1945.

(*Continued on page 592*)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 322 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 130 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 184 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	192	$1,799,821.00
Post Office	11	407,437.66
Royal Canadian Mounted Police	13	402,308.48

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of $14,749.80 was collected from 21 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 335 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Charlottetown P E I: Borden T Myers, construction of dairy barn extension, Experimental Farm. *Harrow Ont:* Brimner Electric & Plumbing Co Ltd, construction of temporary power house & supply & installation of two high pressure oil-fired boilers & ancillary equipment. *Kapuskasing Ont:* Mattagami Construction Co Ltd, extension to steel implement shed, Experimental Farm, Research Branch. *Craik Sask:* Pidskalney & Paulsen Construction Ltd, construction of Craik Community Project. *Scott Sask:* Wolfe Construction Ltd, construction of drying shed & threshing rooms, Experimental Farm.

Atomic Energy of Canada Limited

Whiteshell Man: Allan Bruchanski, plant site property boundary clearing, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Greenwood N S: Valley Services Ltd, installation of fire alarm system for 300 housing units (DND 10/59). *Halifax N S:* Conniston Construction Co Ltd, site improvement & planting for 348 housing units at Mulgrave Park (FP 2/57). *Montreal Que:* Aristide Dupius, interior painting of housing units, Benny Farm & Villeray Terrace; A Fisher & Co, interior painting of housing units, Cloverdale Park Apts; Jean Hayart, interior painting of housing units, Place Gouin; F W Hill Co, interior painting of housing units, Terrasse St Michel; J A Albert Jean Co Ltee, interior painting of housing units, St Georges Gardens.

In addition, this Corporation awarded 14 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Milton B Cox, interior renovations, Shubenacadie IRS. *Kenora Indian Agency Ont:* James Ratchford Plumbing & Heating, improvements to washrooms facilities, Cecilia Jeffrey IRS. *Touchwood Indian Agency Sask:* Hancock Plumbing Ltd, installation of mechanical equipment & alterations to Muscowequan IRS. *Blood Indian Agency Alta:* Remington Construction Co Ltd, construction of sewage collection & disposal system, St Mary's IRS. *Edmonton Indian Agency Alta:* Rosen Construction Co Ltd, repairs to staff residences, Edmonton IRS. *Hobbema Indian Agency Alta:* Vogel Bros Construction, construction of road, Erminskin Reserve; R B Construction Ltd, stuccoing 38 houses, Hobbema IR; Didrikson Construction Ltd, construction & gravelling of road, Samson IR. *Kwawkewlth Indian Agency B C:* McGinnis Construction Ltd, plumbing improvements, Alert Bay IRS.

Defence Construction (1951) Limited

Summerside P E I: Nordbec Construction Inc, construction of tacan bldg & tower, RCAF Station. *Greenwood N S:* M F Schurman Co Ltd, construction of tacan bldg & tower, RCAF Station. *Halifax N S:* Western Plumbing & Heating Co Ltd, supply & installation of expansion joints, anchors, guides, etc in steam line, Seaward Defence Jetty; E J Ludford Line Construction Ltd, reconstruction of overhead power line, HMC Dockyard. *Chatham N B:* Nordbec Construction Inc, construction of liquid & gaseous oxygen storage bldg & services, RCAF Station. *Bagotville Que:* Nordbec Construction Inc, construction of tacan bldg & tower, RCAF Station. *Val d'Or Que:* P A L'Ecuyer Co Ltd, construction of readiness hangar, APU & personnel accommodation bldgs, RCAF Station. *St Jean Que:* Vermont Construction Inc, construction of central heating plant, RCAF Station. *Centralia Ont:* Logan Contracting Ltd, construction of fire hall, Stage 1, RCAF Station. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of CE Bldg with services, RCAF Station. *Comox B C:* Commonwealth Construction Co Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Victoria B C:* Commonwealth Construction Co Ltd, construction of barrack block, Workpoint Barracks. *Various locaitons:* Three contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Joseph Downey & Son, interior painting of 450 PMQs. *Valcartier Que:* Tri-Bec Inc, electrical renovations, etc, in Bldg 85, Camp. *Petawawa Ont:* Evans Contracting Co Ltd, construction of vehicle compound, Camp; Bedard-Girard Ltd, rewiring & relighting Bldg P-1, Camp, *Gimli Man:* Hurdey Construction Ltd, supply & installation of steel windows & wood frames etc, RCAF Station.

In addition, Defence Construction (1951) Ltd, awarded four contracts containing the General Fair Wages Clause.

Department of Defence Production

Cornwallis N S: M L Foster, interior painting of Bldg 44-2 with fire retardant paint, HMCS *Cornwallis. Shearwater N S:* Standard Construction Co Ltd, renewal of floor coverings in various bldgs, RCN Air Station. *Saint John N B:* Sterling Electric Service, supply & installation of fire alarm system in various bldgs, HMCS *Brunswicker. Montreal Que:* W Collin Enrg, interior painting of drill hall, 175 Craig St East. *St Hubert Que:* Cara Development Corporation Ltd, sandblasing of hangars, RCAF Station. *Camp Borden Ont:* Amalgamated Building Co, supply and erection of prefabricated bldg. *Hagersville Ont:* Toten Construction Co Ltd, kitchen renovations in bldg 11, Military Camp. *Kingston Ont:* Westeel Products Ltd, replacing window mechanisms, Vimy Barracks. *Picton Ont:* Fiber-Plast Co Ltd, interior repair & refinishing of mess hall, Camp. *Rockcliffe Ont:* Weather-Proofing Ltd, repairs to steam & condensate lines, RCAF Station. *Stittsville Ont:* J G Tompkins & Co, erection of Steelox bldg. *Prince Albert Sask:* H Hawksworth, installation of tiling in floor areas, Armoury. *Penhold Alta:* Sheet Metal Enterprises, modification to ventilation system in RXTX Bldg 65, RCAF Station. *Various locations in Alberta:* Nick Corradetti, construction of below-ground fallout shelters; Nick Corradetti, construction of fallout reporting posts.

In addition, this Department awarded 104 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

The Department awarded three contracts containing the General Fair Wages Clause.

Department of Northern Affairs and National Resources

Grand Pre N S: R B Havill Ltd, construction of service bldg in Grand Pre National Historic Park. *Waterton Lakes National Park Alta:* Conniston Construction Co Ltd, landscape development of swimming pool area.

In addition this Department awarded six contracts containing the General Fair Wages Clause.

Post Office Department

The Department awarded one contract containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Paris Ont: Kedrosky Contractors Ltd, construction of sewage treatment plant, etc, Contract A; Johnson Bros Ltd, construction of trunk sanitary sewer system, pumping

station, manholes & service connections, Contract B. *Trenton Ont:* The Tatham Construction Co, construction of trunk sewer.

Department of Public Works

Fogo Nfld: Twillingate Engineering & Construction Co Ltd, installation of water supply & sewage disposal system, RCMP Bldg. *Judes Point P E I:* Ralph Ford, repairs to wharf & construction of landing. *Port Bickerton West N S:* Colin R MacDonald Ltd, breakwater extension. *Sandy Cove (East) N S:* E K Potter Ltd, construction of skidway. *Desjardins Que:* Quewest Construction Ltd, wharf demolition. *Lac Nomininque Que:* Borromee Lalande, renewal of decking system. *Magpie Que:* Landry Construction Inc, construction of landing pier. *Metabetchouan Que:* Real Nault, construction of post office bldg. *Montmagny Que:* Jean-Paul Bouchard, interior repainting, federal bldg. *Montreal Que:* McGill Window Cleaning Co, cleaning windows of federal bldgs; Allied Building Services Ltd, cleaning interior, etc, Customs Examining Warehouse. *Pierreville Que:* Les Entreprises Sorel Enrg, construction of low landing. *St Theodore de Chertsey (Lac Beaulac) Que:* Clement Grenier, construction of wharf. *Acton Ont:* Wilchar Construction Ltd, construction of federal bldg. *Drayton Ont:* Brown Bros, construction of post office bldg. *Dunnville Ont:* B W McPherson, additions & alterations to federal bldg. *Flesherton Ont:* Irwin Construction, construction of post office bldg. *Galt Ont:* Renwick Construction Ltd, alterations to federal bldg. *Kingston Ont:* The Holdcroft Construction Co Ltd, repairs to waterline. *Long Lac Ont:* George John Matson, construction of post office bldg. *L'Orignal Ont:* G A Crowe Construction, removal of wharf remains. *Norwood Ont:* Miron-Lassing & Associates Ltd, construction of post office bldg. *Ohsweken Ont:* Cromar Construction Ltd, construction of school, etc, Six Nations Agency. *Ottawa Ont:* A Lanctot Construction Co Ltd, construction of bus shelter, Confederation Heights; Sanco Ltd, cleaning interior, etc, Postal Station "E", Fourth Ave; Rideau Plumbing & Heating Ltd, supply & installation of hot water tanks with related work at National Research Council, Sussex Drive; Tippet-Richardson (Ottawa) Ltd, moving storage material from Blackburn Bldg basement & 321 Palace St to P O Financial Bldg basement, Confederation Heights; Beaudoin Construction Ltd, interior alterations in certain areas, Justice Bldg, Wellington St; D J White Cartage, moving museum specimens, canoes & totem pole from Cote Bldg, Hull, Que, to be hoisted to fourth floor of Victoria Museum; Quebec Window Cleaning Co Ltd, cleaning interior of Insurance Bldg, Confederation Heights; Acme Services & Maintenance Co, cleaning interior, etc, Colonel By Towers, Bronson Ave; Allied Building Services Ltd, cleaning interior, etc, Empire Bldg, Laurier Ave & O'Connor St; Russ Wilson Co Ltd, alterations & repairs, Daly Bldg & Temporary Bldg No 9. *Pakenham Ont:* Jean-Marie Cote, construction of post office bldg. *Port Stanley Ont:* Elgin Construction Co Ltd, east breakwater repairs. *Winnipeg Man:* Johnson Cartage, removal of garbage, ashes, etc from federal bldgs. *Winnipeg Beach Man:* Selkirk Lumber Co Ltd, construction of post office bldg. *Churchbridge Sask:* Sweinbjornson & Sons, construction of post office bldg. *Duck Lake Sask:* C M Miners Construction Co Ltd, construction of federal bldg. *Hodgeville Sask:* Jacob's Construction, construction of post office bldg. *North Portal Sask:* N J Kuster, construction of Customs Examining warehouse & installation of water services. *Saskatoon Sask:* Piggott Construction Ltd, alterations to federal bldg. *Banff National Park Alta:* Bird Construction Co Ltd, construction of 40 Mile Creek Bridge, Banff-Norquay access road. *Gibsons Landing B C:* Pacific Piledriving Co Ltd, float renewal. *McIvor's Landing B C:* The Fraser River Pile Driving Co Ltd, harbour improvements. *Tofino B C:* Victoria Pile Driving Co Ltd, harbour improvements (wharf repairs). *Yellowknife N W T:* Poole Construction Co Ltd, dormitory addition to Hostel, Sir John Franklin School; O I Johnson Construction Ltd, construction of children's receiving home.

In addition, this Department awarded 52 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Lachine Que: The Canadian Structural Steel Works Co Ltd, permanent repairs to Bridge No 8, Lachine Canal. *St Lambert & Beauharnois Que:* Annett Chemicals Ltd, grouting of Locks. *St Lambert & Cote Ste Catherine Que:* Payette Construction Ltee, hauling & placing riprap along canal banks between St Lambert Lock & Cote Ste Catherine Lock. *St Catherines Ont:* Dominion Bridge Co Ltd, modification of bridges Nos 11, 12, 16, 18 & 21 for diesel standby power, Welland Canal; Dominion Bridge Co Ltd, restoration of profile of grooves in journals of crown sheave bearings of vertical lift bridges Nos 5, 10 & 17, Welland Canal; Aiken & MacLachlan Ltd, reconstruction of part of lower entrance wall, Lock 3, Welland Canal.

(*Continued on page 592*)

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1962

The consumer price index (1949=100) rose 0.5 per cent, from 129.7 to 130.3, between March and April.* Increases occurred in the food, clothing, transportation, health and personal care, and tobacco and alcohol indexes. The housing index was unchanged and the recreation and reading index declined fractionally.

The food index was up 1.1 per cent, from 124.4 to 125.8, as seasonally higher prices were reported for most fruits and vegetables, particularly cabbage, lettuce, celery and apples. Price increases occurred also for beef, some pork items, chicken and bread. Prices were lower for eggs, frozen orange juice, fresh tomatoes, chocolate bars, and fats, including butter.

The housing index was unchanged at 134.0. The shelter component was unchanged and a fractional decline in the household operation component was not sufficient to move the index.

In shelter, rents continued to show stability: the national index of rents was unchanged for the seventh successive month and was only fractionally above the level of a year ago. In contrast, the index for home-ownership continued to edge up in April to stand 1.8 per cent above its April 1961 level. The slight drop in the household operation component of housing resulted mainly from lower electricity rates in Vancouver and Victoria; the decrease more than balanced somewhat lighter prices for appliances and other homefurnishings. Most household supplies were higher in price.

The clothing index moved up 0.3 per cent, from 112.9 to 113.2, as prices for men's and children's wear, footwear and piece goods were higher. Some of this movement reflected changes from sale price levels in previous months.

The transportation index rose 0.2 per cent, from 139.9 to 140.2, as a result of price increases for automobile repairs in the automobile operation component and higher fares for air travel in the travel component.

The health and personal care index increased 0.6 per cent, from 157.2 to 158.1, as both the component indexes were up. In health care, higher fees were reported for doctors, dentists and optical care, but prepaid medical care premiums were down for one plan in British Columbia. The increase in personal care reflected higher prices for toilet soap in personal supplies and men's haircuts in personal services.

The recreation and reading index decreased 0.1 per cent from 146.7 to 146.6. Lower prices for radios and television sets in the recreation component outweighed price increases for magazines in the reading component.

The tobacco and alcohol index rose 0.3 per cent, from 117.5 to 117.9, as a result of higher prices for alcoholic beverages in Quebec and Ontario.

In April 1961, group indexes were: food 123.9, housing 133.2, clothing 111.9, transportation 141.0, health and personal care 155.3, recreation and reading 145.5, tobacco and alcohol 115.8.

City Consumer Price Indexes, March 1962

Consumer price indexes (1949=100) declined in five of the ten regional cities between February and March, increased in three and remained unchanged in the other two.*

Decreases ranged from 0.1 per cent in both Saint John and Edmonton-Calgary to 0.4 per cent in Vancouver. Increases of 0.1 per cent occurred in St. John's and Saskatoon-Regina, and of 0.2 per cent in Winnipeg.

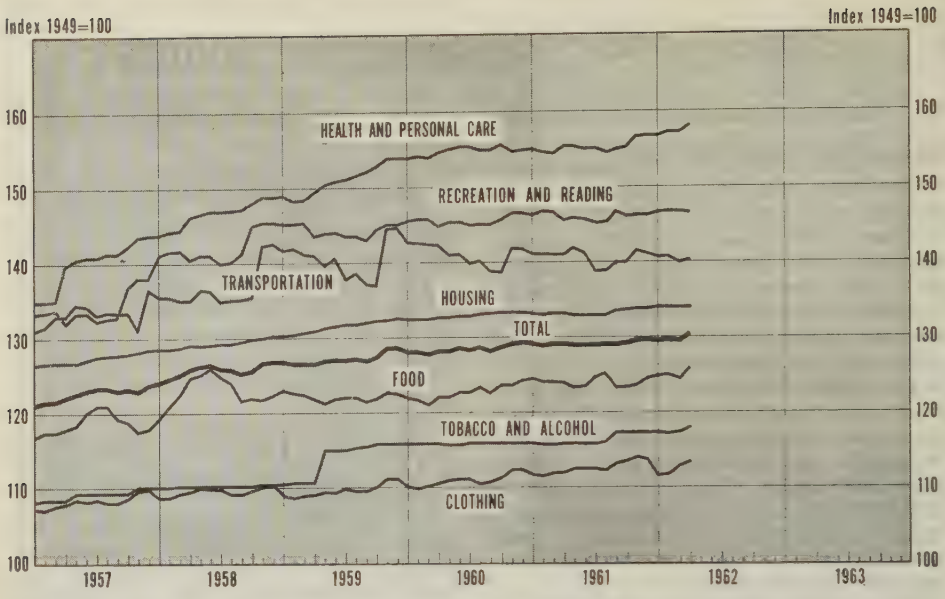
Food indexes declined in eight cities and increased in two cities. Shelter indexes were unchanged in six cities, decreased in three and increased in the other city. Clothing indexes were up in all ten regional cities. Household operation indexes rose in seven cities, were unchanged in two and declined in the remaining city. Other commodities and services indexes were unchanged in six of ten regional cities, declined in two and rose in the other two.

Regional consumer price index point changes between February and March were as follows: Vancouver —0.5 to 129.1; Ottawa —0.3 to 130.7; Halifax —0.2 to 129.4; Saint John —0.1 to 130.6; Edmonton-Calgary —0.1 to 125.0; Winnipeg +0.2 to 128.3; St. John's +0.1 to 116.7†; Saskatoon-Regina +0.1 to 126.8. Montreal and Toronto remained unchanged at 130.1 and 131.7 respectively.

* *See* Table F-1 at back of this issue.

* *See* Table F-2 at back of book.
†On base June 1951=100.

CONSUMER PRICE INDEX



Wholesale Price Index, March 1962

Canada's general wholesale price index (1935-39=100) eased off in March to 237.1 from 237.2 in February, but was 2.5 per cent above the March 1961 index of 231.3. Three of the eight major group indexes declined and the remaining five rose.

Animal products group index decreased 0.6 per cent in March, to 255.0 from 256.6. The index for non-ferrous metal products edged down to 188.0 from 188.1 and that for iron products to 257.5 from 257.6.

Textile products group index rose 0.4 per cent in March, to 239.1 from 238.2. Chemical products group index edged up to 190.2 from 189.9; vegetable products group index to 210.5 from 210.2, wood products group index to 310.0 from 309.8, and non-metallic mineral products group index to 187.8 from 187.7.

U.S. Consumer Price Index, March 1962

For the second month in succession, the United States consumer price index (1957-59=100) has risen to a record high. The 0.2-per-cent rise between mid-February and mid-March, from 104.8 to 105.0, was attributed chiefly to higher prices for apparel and services.

On the former 1947-49 base, the March index rose from 128.2 to 128.8. In March 1961, the index on this base was 127.5.

British Index of Retail Prices, February 1962

The British index of retail prices (Jan. 17, 1956=100) rose slightly to a new record between mid-January and mid-February, increasing from 117.5 to 117.6. The group indexes for food, housing, fuel and light remained unchanged; in the seven remaining groups there was little change.

In February 1961 the index was 112.3.

The British index of retail prices is being revised on the basis of January 16, 1962=100, and on a different weighting basis. In mid-February it stood at 100.1 on the new base.

The index numbers for all items in the two series on the two bases can be linked together to produce a continuous series of figures showing the change in the level of prices compared with the level at the starting date of the index, viz., January 17, 1956.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 163

Aged

1. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Legislative Measures affecting Living Accommodation for Elderly Persons in Canada.* Ottawa, 1961. Pp. 181.

2. NATIONAL COUNCIL ON THE AGING. *Utilization of Older Professional and Scientific Workers.* New York, 1961. Pp. 20.

A survey of older professional and technical workers showed that there was a "substantial reservoir of able and willing skills looking for productive utilization." Makes recommendations for the utilization of these older workers.

3. REGIONAL CONFERENCE ON AGING, NEW YORK, 1961. *Regional Conference on Aging, New York, N.Y., June 1-2, 1961.* New York, U.S. Department of Health, Education, and Welfare, Region II, 1961. Pp. 57.

Representatives from the state Governments of Delaware, New York, New Jersey, and Pennsylvania and from the federal Government attended this conference. Reports from each state and four workshop reports on employment and rehabilitation, education, welfare and housing, and health were presented.

4. SEMINAR ON AGING AND SOCIAL HEALTH, MERANO, ITALY, 1957. *Aging and Social Health in the United States and Europe; Report of an International Seminar.* Compiled and edited by Clark Tibbitts. Ann Arbor, published and distributed for the Social Science Research Committee, International Gerontological Association, by the Division of Gerontology, University of Michigan, 1959. Pp. 186.

Annual Reports

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada.* 10th ed., April 1961. Ottawa, Queen's Printer, 1961. Pp. 76.

6. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1960-1961.* London, HMSO, 1962. Pp. 24.

7. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report on the Activities of [the] Department during the Financial Year ending March 31, 1961.* Quebec [1961?]. Pp. 337. Text in English and French.

Canada at Work Broadcasts

The following nine broadcasts were sponsored and issued by the federal Department of Labour in Ottawa in 1961:

8. ANDRAS, ABRAHAM. *Retirement Practices and their Implications.* Pp. 4.

The speaker is director of legislation, Canadian Labour Congress.

9. BRYCE, W. ARCH. *Safety on the Highway.* Pp. 5.

The speaker, executive director of the Canadian Highway Safety Council, spoke about "Safe Driving Week" observed throughout Canada in 1961 during the first week in December.

10. CLARE, JAMES L. *Do you support your Pension Plan—or does your Pension Plan work for you?* Pp. 5.

The speaker, an actuarial consultant, talked about pension plans and the effect they have on the hiring and retention of older men and women.

11. FORTIER, LAVAL. *Plan Now—Winter Work Campaign.* Pp. 4.

The speaker, chief commissioner of the Unemployment Insurance Commission, discussed the winter work campaign and how the National Employment Service of the Unemployment Insurance Commission assists in aiding the campaign.

12. GRANT, D. K. *Occupational Medicine and the Older Worker.* Pp. 5.

The speaker, director of medical services, Hydro-Electric Power Commission of Ontario, spoke about occupational medicine in relation to the older workers in industry.

13. MACARTHUR, A. F. *Finding Jobs for Older Workers.* Pp. 4.

The speaker, a commissioner of the Unemployment Insurance Commission, told how the National Employment Service helped to place older workers.

14. ROYCE, MARION V. *The Older Woman and the Working World.* Pp. 4.

The speaker is director of the Women's Bureau of the federal Department of Labour.

15. STARR, MICHAEL. *The Older Worker and the Community.* Pp. 5.

The federal Minister of Labour spoke about some of the special problems facing the older worker in his search for employment.

16. THRASHER, RICHARD DEVERE. *Winter Employment.* Pp. 5.

The speaker is a member of Parliament and Parliamentary Secretary to the Minister of Labour. He told how the "Do It Now" campaigns help to increase employment during the winter months.

Conferences

17. Canadian Bar Association. *Papers presented at the Annual Meeting, Winnipeg, 1961.* [Toronto? 1961]. Pp. 368.

Contains, among other papers, "Labour Courts in Quebec and latest Amendments to the Labour Relations Act," by Paul F. Renault.

18. Central States Farm Placement Conference, New Orleans, 1960. *Panel: The Impact of Mechanization and Technology on Agricultural Labor.* Members: Ernest Warnecke [and others. New Orleans?] 1960. 1 Volume (various pagings).

19. Conference on Academic and Industrial Basic Research, Princeton University, 1960. *Proceedings.* Washington, National Science Foundation, 1961. Pp. 87. Sponsored by the National Science Foundation.

Topics discussed at conference: Role of Goevrnment, Industry, and the University in Basic Research; Industrial Experience in Basic Research; Interdependence of Academic and Industrial Basic Research; and Managerial and Personnel Problems in Research Laboratories.

20. Conference on Ergonomics in Industry, London, 1960. *Proceedings.* London, HMSO, 1961. Pp. [190].

Ergonomics is defined as "fitting the job to the worker". One of the speakers said, "The chief practical aim of ergonomics is to improve a worker's productivity by giving him a working environment which is most suited to his job and his capabilities." Topics discussed at the conference included: what ergonomics means; the place of ergonomics in industry; ergonomics and production; ergonomics in the post office; ergonomics in the steel industry; ergonomics and products; and the future of ergonomics.

21. International Association of Personnel in Employment Security. *Proceedings of the Forty-Eighth Annual Convention . . . Washington, D.C., July 3-7, 1961.* Louisville, 1961. Pp. 84.

Disabled—Rehabilitation

22. Campbell, William J. *A Study of the Adaptability of Disabled Workers. Final Report of the Two-Year Study, July 1, 1956-June 30, 1958,* by William J. Campbell, Raymond R. Leizer [and] Harold E. Yuker. Albertson, N.Y., Human Resources Corp., Division of Abilities Inc. [1961?]. 1 Volume (various pagings).

Presents findings of a study and demonstration of the adaptability of disabled workers at Abilities Inc., a subcontracting firm engaged in manufacturing electronic and mechanical components and assemblies and which employs only disabled persons.

23. Federation Employment and Guidance Service, New York. *Survey of Employers' Practices and Policies in the Hiring of Physically Impaired Workers.* New York, 1959. Pp. 133.

A survey of five types of disabilities within seven industries in private firms in New York City.

24. Neuschutz, Louise (Morgenstern). *Vocational Rehabilitation for the Physically Handicapped.* Foreword by Winthrop M. Phelps and K. Vernon Banta. Springfield, Ill., C. C. Thomas, 1959. Pp. 136.

Outlines the main type of physical handicaps, the cardiac, the orthopedically handicapped and the cerebral palsied, the deaf and hard of hearing, the blind and partially sighted and the elderly. Provides information about rehabilitation centres, hiring the handicapped, avoiding accidents on the job, and those confined to their homes.

Economic Conditions

25. British Columbia. Bureau of Economics and Statistics. *Regional Index of British Columbia: Vancouver Island.* Victoria, 1961. Pp. 183.

Provides economic information about the various areas and communities of Vancouver Island.

26. Economic Research Corporation Limited. *The Economy of Quebec, an Appraisal and Forecast.* Montreal, Citadel Publications limited, c1960. Pp. 328.

Traces the economic development of Quebec over the last 15 years and forecasts the Quebec economy to 1985.

27. Moore, Geoffrey Hoyt, Ed. *Business Cycle Indicators.* Princeton [N.J.], Princeton University Press, 1961. 2 Volumes.

Contents: v. 1. Contributions to the Analysis of Current Business Conditions. v. 2. Basic Data on Cyclical Indicators.

28. National Council of Applied Economic Research. *Techno-Economic Survey of Madras; Economic Report.* Madras, Dept. of Industries, Labour and Co-operation, 1960, c1961. Pp. 286.

Economics

29. Buckley, Helen. *Economics for Canadians* [by] Helen Buckley [and] Kenneth Buckley. Toronto, Macmillan, c1960. Pp. 224.

Designed as an introductory course in economics for the Canadian reader.

30. Goodwin, Craufurd David Wycliffe. *Canadian Economic Thought; the Political Economy of a Developing Nation, 1814-1914.* Durham, N.C., Published for the Duke University Commonwealth-Studies Center [by] Duke University Press, 1961. Pp. 214. A history of the development of economic thought in Canada.

31. Kovacs, Aranka E. Ed. *Readings in Canadian Labour Economics.* Toronto, McGraw-Hill, c1961. Pp. 268.

The readings deal with the history and growth of the labour movement in Canada, with collective bargaining and labour legislation, and the method of settling industrial disputes.

32. Nordin, John A. *Elementary Economics* [by] J. A. Nordin and Virgil Salera. New York, Prentice-Hall, 1950. Pp. 844.

Electronic Data Processing

33. American Management Association. *Advances in EDP and Information Systems.* New York, [1961]. Pp. 187.

Some of the topics discussed are data communications, information retrieval and data acquisition, video display of data with electronic computers, information systems for marketing management, and management information systems in focus.

34. Gallagher, James D. *Management Information Systems and the Computer.* New York, American Management Association, c1961. Pp. 191.

Explains how electronic data processing can improve the flow of planning and control information throughout a business. Includes case studies of systems in Sylvania Electric Products and American Airlines.

Employment Management

35. American Management Association. *The Personnel Job in the 1960's.* New York, 1961. Pp. 119.

Some topics discussed in this report are employee attitudes and productivity, compensating technical and professional personnel, organization drives and union membership, and executive performance and decision making.

36. Lupton, Tom. *Money for Effort.* London, HMSO, 1961. Pp. [28].

"Examines evidence and opinion about the working of financial incentive schemes."

37. Mandell, Milton M. *The Employment Interview.* New York, American Management Association [c1961]. Pp. 110.

Contents: The Problem stated: To heighten Interviewing Effectiveness. Interview Methods and Procedures. Current Administrative Practices. Interview Factors and their Comparative Weight. Where Interviewers Fail. Company Psychologists look at Interviewing. Recruiting and Interviewing on the Campus. The Selection and Training of Interivewers. The Evaluation of Interviews and Interviewers.

Industrial Health

38. Montreal. Board of Trade. Employee Relations Section. *First Aid, Nursing and Medical Services in Business Enterprises, their Functions and Professional Limitations; a Panel Discussion . . . March 16th, 1961 . . . Montreal.* Montreal, 1961. Pp. 26.

The panel consisted of a nurse, two doctors and a lawyer. As well as a panel discussion, there was a question and answer period. Some of the topics considered were the place of the nurse and the doctor in industrial medical services, the disclosure of medical information to the company, the liability of an employer when the first aid practitioner, industrial nurse, or medical officer fails in his or her professional capacity.

39. U.S. Bureau of Labor Standards. *Respiratory Protective Equipment.* Washington, GPO, 1961. Pp. 34.

This bulletin provides information about selecting and using the right protective equipment for a particular respiratory hazard.

Industrial Relations

40. Great Britain. Department of Scientific and Industrial Research. *Human Sciences Aid to Industry.* London, HMSO, 1961. Pp. 27. A booklet about human relations in industry.

41. Manitoba. Brandon Packers Strike Commission. *Report.* Winnipeg, 1961. Pp. 95. Justice G. E. Tritschler, commissioner.

Report of an investigation of an industrial dispute involving Brandon Packers Limited and members of Local No. 255, United Packinghouse Workers of America. The investigation revealed that both the company and the union were guilty of misbehaviour.

42. National Industrial Conference Board. *Preparing for Collective Bargaining.* [Part 2]. New York, [1961]. Pp. 121.

"Among the topics covered are: The effect of company and union policies on strike decisions; company practices regarding employee benefits during stoppages; the treatment of nonstriking white-collar employees; arrangements with customers and suppliers; national union strike benefits; and the eligibility of strikers for unemployment insurance. A special section analyzes how companies seek to communicate with both striking and nonstriking employees before and during a walkout."

43. Nunn, Henry Lightfoot. *Partners in Production; a New Role for Management and Labor.* Englewood Cliffs, N.J., Prentice Hall, 1961. Pp. 221.

The author, founder and former president of the Nunn-Bush Shoe Company, tells about this company which has not had a strike in 48 years. He writes about the Nunn-Bush Share-of-Production-Plan which has brought about the fullest cooperation between labour and management in the Nunn-Bush Shoe Company.

44. Quebec (City). Université Laval. Département des Relations Industrielles. *Les tribunaux du travail* [par] Gerard Dion [et al] Québec, Les Presses de l'Université Laval, 1961. Pp. 162.

Report of the 16th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 10-11, 1961.

Industry—Location

The following four reports were published in Edmonton in 1961 by the Industrial Development Branch, Department of Economic Affairs of Alberta:

45. *Village of Consort.* Rev. ed. Pp. 12.

46. *Town of Mayerthorpe.* Rev. ed. Pp. 12.

47. *Town of St. Paul.* Rev. ed. Pp. 16.

48. *Town of Three Hills.* Rev. ed. Pp. 13.

Labour Laws and Legislation

49. Shafi, Mohammad, Ed. *Law of Payment of Wages.* Karachi, Bureau of Labour Publications, 1961. Pp. 86.

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50. Shafi, Mohammad, Ed. *Law of Record of Services. Commentary on the Employment (Record of Services) Act, 1952 with Complete Text of the Act along with Central & Provincial Rules.* Karachi, Bureau of Labour Publications, 1961. Pp. 39.

51. New York (State). Department of Labor. *How the New York State Labor Law Protects You.* Albany, 1961. Pp. 23.

52. U.S. Bureau of Labor Statistics. *Labor Law and Practice in Honduras.* Washington, GPO, 1961.

Labour Organization

53. B.C. Government Employees' Association. *Minutes of the Eighteenth Annual Convention, October 20 and 21, 1961 . . . Burnaby, B.C.* Vancouver, 1961. Pp. 46.

54. Kocik, Albert. *The Danish Trade Union Movement.* Brussels, International Confederation of Free Trade Unions, 1961. Pp. 120.

Traces the history of the trade union movement in Denmark and examines the collective agreement system, labour legislation, and the legal position of trade unions.

55. Wigham, Eric Leonard. *What's Wrong with the Unions?* Harmondsworth, Eng., Penguin Books, 1961. Pp. [234].

The author considers some criticisms that have been made about British trade unions, attempts to explain how the situation involving the criticism has come about, and describes what action, if any, has been taken to remedy defects. In the last chapter the author lists 23 complaints and 26 proposed remedies.

Occupations

56. U.S. Bureau of Labor Statistics. *Occupational Outlook Handbook; Employment Information on Major Occupations for Use in Guidance.* [5th ed.]. Washington, GPO, 1961. Pp. 830.

Presents information on the employment outlook in more than 650 occupations.

57. U.S. Interagency Advisory Committee on Essential Activities and Critical Occupations. *List of Critical Occupations for Screening the Ready Reserve.* Washington, GPO, 1961. Pp. 21. At head of title: U.S. Department of Labor.

58. Wheatley, David Ernest, Ed. *Industry and Careers; a Study of British Industries and the Opportunities they offer.* London, Iliffe Books ltd., 1961. Pp. 776.

Professional Workers

59. Barnes, Louis Byington. *Organizational Systems and Engineering Groups; a Comparative Study of Two Technical Groups in Industry.* Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1960. Pp. 190.

A study of relationships affecting management, engineering supervisors, and engineering groups in two departments in two companies manufacturing electronic apparatus. The author examines both similarities and differences in the groups.

60. U.S. Women's Bureau. *Nurses and Other Hospital Personnel; Their Earnings and Employment Conditions.* Washington, GPO, 1961. Pp. 41.

Retirement

61. Acton Society Trust. *Retirement, a Study of Current Attitudes and Practices.* London, 1960. Pp. 69.

Contents: The Aging Population. Pensions and Retirement. Attitudes to Retirement. Company Policies and Practices. Should women retire earlier?

62. Conference on Older Employees, New York, 1960. *Proceedings.* New York, National Council on the Aging, 1961? Pp. 72.

Sponsored by the Employment and Retirement Section of the National Council on the Aging.

Topics discussed: Retirement Age: 65 or ? Re-evaluation of the Criteria of Retirement. Selective Retirement. Retirement Preparation.

63. Conference on Retirement Villages, Palm Beach, Fla., 1960. *Retirement Villages.* [Proceedings]. Edited by Ernest W. Burgess. Ann Arbor, Division of Gerontology, University of Michigan, 1961. Pp. 156.

Conference sponsored by the American Society for the Aged. Concerns special housing for older people.

64. Gordon, Margaret S. *Work and Patterns of Retirement.* Berkeley, 1961. Pp. [15]-53.

Examines the circumstances and conditions under which people retire.

Scientists

65. U.S. Bureau of Labor Statistics. *The Long-Range Demand for Scientific and Technical Personnel, a Methodological Study prepared for the National Science Foundation.* Washington, GPO, 1961. Pp. 70.

Describes how the information for this survey was collected, and presents projections to 1970. Contains detailed information about the chemicals and electrical equipment industries.

66. U.S. National Science Foundation. *Scientific Research and Development of Nonprofit Organizations, Expenditures and Manpower, 1957.* Washington, GPO, 1961. Pp. 58.

Presents information on expenditures for and personnel engaged in scientific research and development for 1957.

67. U.S. National Science Foundation. *Scientists and Engineers in the Federal Government, October 1958.* Washington, GPO, 1961. Pp. 44.

Information includes distribution by occupation, agency and geographical location.

68. U.S. National Science Foundation. *Women in Scientific Careers.* Washington, GPO, 1961. Pp. 18.

Consists of two parts: Employment and Education of Women in Relation to Science Careers; and, Factors controlling Women's Selection of and Participation in Scientific Careers.

Wages and Hours

69. Jaques, Elliott. *Equitable Payment; a General Theory of Work, Differential Payment, and Individual Progress.* London, Heinemann, 1961. Pp. 336.

The author has developed a theory of equitable payment based on the connection between work, payment and the capacity of the individual worker.

70. U.S. Bureau of Labor Statistics. *Employment and Earnings Statistics for the United States, 1909-60. Revised on the Basis of the 1957 Standard Industrial Classification.* Washington, GPO, 1961. Pp. 536.

Among other things, this book shows "in what industries people have jobs, how many hours they work each week, and how much they earn by the hour and by the week."

Workmen's Compensation

71. Canada. Department of Labour. Legislation Branch. *Workmen's Compensation in Canada, a Comparison of Provincial Laws.* October, 1961. Ottawa, Queen's Printer, 1961. Pp. 43.

72. International Association of Industrial Accident Boards and Commissions. *Workmen's Compensation Problems. Proceedings, 46th Annual Convention, Edmonton, Alberta, August 21-25, 1960.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1961. Pp. 275.

Miscellaneous

73. Bell, Daniel. *The End of Ideology; on the Exhaustion of Political Ideas in the Fifties.* Glencoe, Ill., Free Press, 1960. Pp. 416.

Examines theories of society, the "ruling class," capitalism, trade unionism politics, radicalism, etc. in American life today. The author was labour editor of Fortune magazine from 1948 to 1958 and is presently associate professor of sociology at Clumbia University.

74. Brightbill, Charles Kestner. *Man and Leisure, a Philosophy of Recreation.* Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 292. Suggests ways of using one's leisure time.

75. Gladstone, John. *Mechanical Estimator's Guide.* Rev. [i.e. 2d ed.]. Miami, Fla., Technical Guide Publications, 1961. Pp. 152. Estimates the costs of air conditioning installation.

76. Goldfinger, Nathaniel. *Technical Improvements and Chronic Unemployment.* Washington, National Planning Association, 1961. Pp. 7.

77. Great Britain. Central Office of Information. Reference Division. *Social Services in Britain.* London, 1961. Pp. 68.

Contents: Social Security. Health and Welfare Services. Child Care. Education. Youth Services. Housing. Employment. Voluntary Organizations. The Social Worker.

78. Industrial Foundation on Education. *The Case for Increasing Student Motivation.* Prepared in co-operation with the Teacher Recruitment and Service Council for Ontario Secondary Schools. Toronto, 1958. Pp. 44.

79. National Industrial Conference Board. *Corporate Organization Structures,* by Harold Stieglitz. New York, 1961. Pp. [185].

Contains corporate organization charts of 61 companies. There is an explanation of the meaning of organization planning and patterns in organization structures.

80. St. Christopher House, Toronto. *School Drop-outs—our Disinherited Youth; a Survey of Fifty School Drop-outs from a Downtown Area of Toronto.* Toronto, 1961. Pp. 22.

St. Christopher House is a social agency concerned with neighbourhood life and its development. This study deals with 50 young persons who left school without finishing their course, from September 1958 to March 1961. Among the 50, 13 were girls, only 10 were over 16 years of age, and only 13 had gone beyond Grade 8. Examines the reasons why these young people left school and recommends what St. Christopher House can do to help prevent school drop-outs.

81. U.S. Civil Service Commission. *The Seven Keys to Better Faster Typing.* Rev. ed. Washington, GPO, 1959. Pp. 37.

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LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 21, 1962

(Estimates in thousands)

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,492	587	1,814	2,368	1,134	589
Men	4,742	440	1,341	1,694	831	436
Women	1,750	147	473	674	303	153
14—19 years	573	63	191	174	107	38
20—24 years	811	82	265	262	139	63
25—44 years	2,968	243	842	1,111	499	273
45—64 years	1,918	175	472	734	342	195
65 years and over	222	24	44	87	47	20
Employed	6,007	495	1,643	2,255	1,067	547
Men	4,314	353	1,186	1,602	773	400
Women	1,693	142	457	653	294	147
Agriculture	627	45	127	144	284	27
Non-agriculture	5,380	450	1,516	2,111	783	520
Paid Workers	4,882	391	1,378	1,932	717	464
Men	3,350	266	953	1,333	466	332
Women	1,532	125	425	599	251	132
Unemployed	485	92	171	113	67	42
Men	428	87	155	92	58	36
Women	57	*	16	21	*	*
Persons not in the Labour Force	5,685	644	1,667	1,891	945	538
Men	1,313	173	376	406	223	135
Women	4,372	471	1,291	1,485	722	403

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 21, 1962

(Estimates in thousands)

	Total	14—19 years all persons	20—64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,177	1,801	3,547	967	3,641	908	1,313
Labour force	6,492	573	3,410	823	829	635	222
Employed	6,007	501	3,167	706	808	616	209
Unemployed	485	72	243	117	21	19	13
Not in labour force	5,685	1,228	137	144	2,812	273	1,091
Participation rate [2]							
1962, April 21	53.3	31.8	96.1	85.1	22.8	69.9	16.9
March 24	53.1	31.7	95.9	84.8	22.3	70.5	16.0
Unemployment rate [3]							
1962, April 21	7.5	12.6	7.1	14.2	2.5	3.0	5.9
March 24	8.7	13.5	8.7	16.3	2.2	3.4	6.2

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, CANADA

(Estimates in thousands)

	April 1962	March 1962	April 1961
Total unemployed	485	560	622
On temporary layoff up to 30 days	28	32	32
Without work and seeking work	457	528	590
Seeking full-time work	440	508	559
Seeking part-time work	17	20	31
Seeking under 1 month	71	86	84
Seeking 1—3 months	145	200	177
Seeking 4—6 months	154	163	221
Seeking more than 6 months	87	79	108

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
February	44.4	423.7	144.1	62.1	236.6	85.8	656.2	1,311.2	199.8	1,474.6
March	44.5	426.4	144.4							1,482.3
April	43.2	430.9	148.1							1,508.8
May	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June	46.3	457.5	165.5							1,629.4
July	46.2	451.2	166.9							1,615.3
August	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September	46.3	464.6	162.0							1,657.7
October	46.3	463.0	159.0							1,644.9
November	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December	45.5	451.3	152.0							1,585.8
1962—										
January*	45.8	450.7	151.2							1,565.7
February†	45.1	455.9	152.4							1,575.7

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at February 1962 employers in the principal non-agricultural industries reported a total employment of 2,734,409. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners from whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949–100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1955	112.9	142.1	61.05	109.8	144.4	63.48
1956	120.7	150.0	64.44	115.8	151.7	66.71
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1961						
February	111.0	181.1	77.80	104.6	182.5	80.24
March	111.1	180.7	77.64	104.9	182.8	80.36
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December*	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January*	115.2	184.5	79.27	108.5	187.1	82.28
February†	114.7	186.6	80.18	108.9	188.2	82.76

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, FEBRUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
				$	$	$
Provinces						
Newfoundland	116.9	122.7	114.3	72.84	72.69	72.10
Prince Edward Island	106.2	109.3	110.2	60.74	59.20	56.86
Nova Scotia	88.6	89.0	86.1	65.21	65.13	64.07
New Brunswick	99.6	101.9	95.8	67.87	65.23	64.65
Quebec	115.1	115.7	110.6	77.66	76.84	75.06
Ontario	117.0	117.7	113.3	82.95	82.23	80.58
Manitoba	104.8	105.1	102.9	74.98	73.87	73.09
Saskatchewan	112.1	112.4	110.3	75.78	75.11	73.00
Alberta (including Northwest Territories)	147.6	148.8	142.9	82.18	80.68	79.61
British Columbia (including Yukon)	108.2	106.9	105.6	87.55	86.22	85.30
Canada	**114.7**	**115.2**	**111.0**	**80.18**	**79.28**	**77.80**
Urban Areas						
St. John's	126.3	124.3	116.4	60.12	58.64	57.89
Sydney	71.6	66.4	72.3	76.03	75.89	75.91
Halifax	124.7	125.8	122.8	66.77	67.07	63.53
Moncton	100.7	103.3	95.0	61.70	60.50	60.83
Saint John	116.8	112.7	114.6	66.12	63.77	62.57
Chicoutimi—Jonquiere	99.8	100.2	103.0	96.86	97.29	95.93
Quebec	111.6	111.0	102.4	67.58	67.50	65.09
Sherbrooke	104.0	104.9	97.9	66.97	66.34	63.80
Shawinigan	98.9	98.8	100.4	87.15	87.50	84.31
Three Rivers	107.3	106.9	101.6	72.87	73.37	71.04
Drummondville	80.3	80.5	73.7	63.99	63.78	63.26
Montreal	122.7	122.5	118.1	79.19	78.53	76.56
Ottawa—Hull	126.3	127.8	118.0	75.08	73.96	71.96
Kingston	110.8	110.6	114.7	76.94	77.82	75.20
Peterborough	91.5	90.9	86.7	88.99	88.44	84.74
Oshawa	179.8	178.0	169.0	101.30	92.58	88.94
Toronto	131.8	132.1	126.7	83.12	82.68	80.84
Hamilton	108.2	107.8	103.7	89.13	88.59	86.10
St. Catharines	107.1	107.2	104.7	91.39	90.78	88.45
Niagara Falls	90.5	91.2	88.7	84.44	84.61	84.11
Brantford	77.6	81.1	78.8	74.55	73.60	74.93
Guelph	117.7	117.8	115.9	74.20	74.06	71.57
Galt	108.3	107.6	106.6	72.03	71.98	69.60
Kitchener	122.6	123.0	114.7	74.21	74.44	73.01
Sudbury	142.5	143.3	146.1	92.04	91.87	91.93
Timmins	87.0	87.4	90.6	73.27	73.99	70.08
London	130.8	131.3	121.5	75.23	74.89	73.37
Sarnia	124.3	122.9	118.2	104.00	103.84	101.24
Windsor	64.0	71.0	72.3	88.03	88.75	86.09
Sault Ste Marie	135.8	133.7	125.4	99.61	99.18	98.62
Ft. William—Pt. Arthur	95.6	96.1	95.2	79.34	79.84	78.72
Winnipeg	105.4	105.8	104.9	71.49	70.91	69.93
Regina	127.6	128.9	121.4	75.55	74.71	71.92
Saskatoon	127.3	128.2	126.7	70.55	70.69	69.00
Edmonton	187.5	187.7	171.9	75.93	75.50	73.10
Calgary	168.7	170.9	164.5	79.71	78.43	75.25
Vancouver	107.9	107.1	106.8	85.68	84.68	83.71
Victoria	109.4	108.8	104.9	79.95	78.62	77.44

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, FEBRUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
				$	$	$
Mining	**113.7**	**114.0**	**114.0**	**98.60**	**99.27**	**96.30**
Metal mining	127.3	129.7	130.0	98.85	99.88	97.99
Gold	68.3	68.4	70.4	81.14	82.34	78.40
Other metal	182.2	186.6	185.6	105.02	105.85	104.91
Fuels	88.4	86.0	86.8	103.13	102.99	97.75
Coal	39.6	36.4	38.8	72.58	76.48	71.92
Oil and natural gas	297.6	298.5	293.3	120.54	116.85	112.48
Non-metal	126.2	125.2	121.2	88.23	89.01	85.06
Manufacturing	**108.9**	**108.5**	**104.6**	**82.76**	**82.29**	**80.24**
Durable goods	111.9	111.4	106.3	89.24	88.45	86.10
Non-durable goods	106.3	106.0	103.2	77.04	76.86	75.19
Food and beverages	104.1	104.9	102.2	73.42	73.20	72.10
Meat products	127.9	128.9	125.6	81.13	81.77	78.93
Canned and preserved fruits and vegetables	77.7	81.1	69.4	69.77	67.19	69.05
Grain mill products	97.3	98.8	97.9	79.11	78.62	77.20
Bread and other bakery products	108.3	108.6	107.0	67.68	67.75	65.96
Distilled and malt liquors	91.6	91.8	94.6	99.70	99.46	96.44
Tobacco and tobacco products	113.4	116.2	108.3	72.53	71.65	70.78
Rubber products	100.8	100.3	94.2	85.82	85.26	81.33
Leather products	90.8	89.9	87.1	56.71	57.01	55.49
Boots and shoes (except rubber)	98.5	97.4	95.3	54.54	54.81	53.20
Textile products (except clothing)	80.6	80.4	76.1	65.78	66.11	63.98
Cotton yarn and broad woven goods	74.9	74.9	69.5	63.48	63 48	60.13
Woollen goods	61.3	60.9	59.4	61.40	62.46	60.13
Synthetic textiles and silk	86.8	86.4	81.4	71.41	71.90	70.73
Clothing (textile and fur)	92.9	91.4	90.9	52.30	51.72	51.00
Men's clothing	95.0	94.2	90.6	50.98	50.66	50.29
Women's clothing	103.0	101.6	102.1	54.53	53.70	53.10
Knit goods	73.3	72.9	72.6	51.59	51.83	49.60
Wood products	101.8	100.6	94.7	71.22	70.25	69.59
Saw and planing mills	103.2	101.5	95.0	73.63	72.24	72.33
Furniture	110.8	110.9	105.0	68.33	68.07	65.96
Other wood products	77.5	75.6	73.4	63.33	63.24	62.48
Paper products	120.7	120.4	118.6	96.47	96.46	95.15
Pulp and paper mills	120.3	120.0	120.0	104.42	104.86	103.12
Other paper products	121.7	121.2	115.4	77.97	76.86	75.72
Printing, publishing and allied industries	125.1	124.6	123.0	89.49	88.84	86.32
Iron and steel products	103.4	102 4	99.6	93.73	93.33	90.42
Agricultural implements	62.1	62.6	67.7	97.86	96.29	93.23
Fabricated and structural steel	146.4	144.5	144.1	93.75	93.66	91.52
Hardware and tools	102.9	102.8	96.9	82.54	82.13	80.52
Heating and cooking appliances	98.0	97.4	89.5	80.20	79.00	78.19
Iron castings	90.3	90.0	88.8	90.51	89.39	84.92
Machinery, industrial	119.6	118.2	110.8	89.70	89.69	87.84
Primary iron and steel	117.3	114.5	109.0	107.86	107.95	104.97
Sheet metal products	104.0	102.5	99.3	90.88	90.59	87.93
Wire and wire products	109.7	109.4	106.6	93.31	93.06	89.55
Transportation equipment	108.3	109.6	105.2	95.76	93.30	90.26
Aircraft and parts	265.8	265.9	262.1	97.27	96.87	95.65
Motor vehicles	99.6	109.2	105.1	112.98	103.98	98.64
Motor vehicles parts and accessories	108.0	106.4	100.5	93.24	92.88	89.30
Railroad and rolling stock equipment	55.3	55.5	53.1	84.95	83.08	85.74
Shipbuilding and repairing	137.6	131.5	123.2	86.17	84.63	80.97
Non-ferrous metal products	122.5	122.1	123.0	93.39	93.71	91.59
Aluminum products	132.0	128.9	132.5	91.09	91.54	87.92
Brass and copper products	102.5	101.9	100.3	89.22	89.33	85.94
Smelting and refining	137.4	137.9	142.4	102.03	102.34	99.76
Electrical apparatus and supplies	142.1	140.7	125.4	89.53	89.73	87.34
Heavy electrical machinery	102.5	102.0	96.1	96.34	96.26	93.42
Telecommunication equipment	257.6	254.8	210.6	87.60	88.14	88.11
Non-metallic mineral products	134.6	134.3	124.5	87.04	86.24	82.21
Clay products	80.1	79.8	73.6	78.07	79.00	75.58
Glass and glass products	161.5	158.4	146.5	84.18	84.49	79.81
Products of petroleum and coal	138.3	137.3	135.6	119.55	120.18	117.23
Petroleum refining and products	141.9	141.0	138.9	120.17	120.78	117.89
Chemical products	131.8	131.1	129.1	97.56	97.34	93.39
Medicinal and pharmaceutical preparations	122.7	122.2	116.1	85.13	84.95	82.77
Acids, alkalis and salts	153.8	154.2	150.9	108.39	109.44	105.18
Other chemical products	129.2	128.3	127.5	97.58	97.01	92.68
Miscellaneous manufacturing industries	139.0	138.8	129.6	73.51	73.51	72.47
Construction	**100.2**	**102.0**	**96.9**	**85.74**	**84.17**	**83.96**
Building and general engineering	100.0	102.1	96.4	91.20	90.64	90.66
Highways, bridges and streets	100.7	101.9	97.6	76.65	73.30	73.05
Electric and motor transportation	135.8	135.2	129.2	84.61	83.53	81.71
Service	**147.2**	**147.7**	**137.5**	**57.17**	**56.66**	**55.10**
Hotels and restaurants	125.5	126.0	120.6	43.67	43.02	42.95
Laundries and dry cleaning plants	123.3	124.2	111.2	48.96	48.76	46.91
Industrial composite	**114.7**	**115.3**	**111.0**	**80.18**	**79.28**	**77.80**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	February 1962	January 1962	February 1961	February 1962	January 1962	February 1961
Newfoundland	39.4	39.7	41.1	1.75	1.74	1.68
Nova Scotia	39.2	40.4	40.9	1.65	1.62	1.61
New Brunswick	41.6	40.6	40.6	1.68	1.65	1.58
Quebec	41.9	41.8	41.5	1.67	1.67	1.63
Ontario	40.6	40.5	40.2	1.96	1.95	1.91
Manitoba	39.6	39.4	39.7	1.75	1.74	1.69
Saskatchewan	38.4	38.4	38.9	2.00	2.00	1.95
Alberta(1)	39.7	39.4	39.1	1.98	1.98	1.93
British Columbia(2)	38.0	37.5	37.8	2.26	2.26	2.23

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1955	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1961 February	40.4	1.82	72.40	175.9	136.2
March	40.3	1.83	73.64	176.4	136.7
April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	41.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January*	40.6	1.86	75.46	180.8	139.3
February†	40.7	1.86	75.97	182.0	140.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S.

*Revised.

†Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961	Feb. 1962	Jan. 1962	Feb. 1961
Mining	**41.9**	**42.8**	**42.1**	**2.17**	**2.15**	**2.13**	**90.78**	**92.19**	**89.46**
Metal mining	42.2	43.0	42.5	2.22	2.20	2.19	93.50	94.53	93.08
Gold	42.9	43.8	42.9	1.76	1.75	1.70	75.56	76.57	72.89
Other metal	41.9	42.7	42.3	2.39	2.37	2.39	100.21	101.10	100.97
Fuels	41.3	42.7	41.7	2.10	2.10	2.01	86.99	89.59	83.58
Coal	37.8	41.8	40.2	1.82	1.80	1.76	70.58	75.33	70.87
Oil and natural gas	44.4	43.7	43.3	2.40	2.40	2.27	106.77	105.12	98.23
Non-metal	41.5	42.1	40.7	2.01	2.01	1.98	83.47	84.51	80.45
Manufacturing	**40.7**	**40.6**	**40.4**	**1.86**	**1.86**	**1.82**	**75.97**	**75.46**	**73.40**
Durable goods	41.1	40.8	40.4	2.03	2.02	1.98	83.29	82.40	79.86
Non-durable goods	40.4	40.4	40.5	1.71	1.71	1.67	69.18	69.05	67.57
Food and beverages	39.8	39.9	40.2	1.67	1.66	1.63	66.36	66.19	65.40
Meat products	39.1	39.6	38.9	1.92	1.92	1.86	74.98	76.09	72.19
Canned and preserved fruits and vegetables	39.9	39.3	39.0	1.47	1.42	1.49	58.69	56.04	58.09
Grain mill products	41.4	41.3	41.5	1.81	1.79	1.73	74.82	73.84	71.96
Bread and other bakery products	40.9	40.8	41.5	1.51	1.51	1.46	61.55	61.40	60.61
Distilled liquors	39.1	40.0	39.5	2.12	2.14	2.06	83.13	85.46	81.35
Malt liquors	39.0	38.5	39.0	2.37	2.35	2.33	92.36	90.49	90.86
Tobacco and tobacco products	40.4	40.7	39.5	1.66	1.62	1.66	67.14	66.10	65.64
Rubber products	41.7	41.7	40.6	1.93	1.91	1.84	80.30	79.84	74.73
Leather products	41.7	41.9	42.0	1.26	1.26	1.22	52.51	52.74	51.29
Boots and shoes (except rubber)	41.7	41.8	42.2	1.21	1.21	1.17	50.47	50.59	49.45
Other leather products	41.6	42.1	41.3	1.38	1.37	1.35	57.35	57.83	55.65
Textile products (except clothing)	42.3	42.8	41.9	1.40	1.40	1.37	59.39	60.05	57.22
Cotton yarn and broad woven goods	41.5	41.8	40.0	1.43	1.43	1.39	59.50	59.60	55.68
Woollen goods	43.0	43.8	42.9	1.31	1.32	1.27	56.48	57.57	54.68
Synthetic textiles and silk	43.4	44.2	43.6	1.47	1.46	1.45	63.90	64.60	63.08
Clothing (textile and fur)	39.0	38.7	39.1	1.21	1.20	1.18	47.22	46.62	46.08
Men's clothing	39.0	38.8	38.8	1.20	1.20	1.19	46.82	46.49	45.98
Women's clothing	37.8	37.1	38.2	1.30	1.30	1.26	49.07	48.13	48.08
Knit goods	40.9	41.3	41.0	1.14	1.14	1.09	46.53	47.03	44 66
*Wood products	41.3	40.7	40.8	1.63	1.62	1.60	67.21	66.07	65.34
Saw and planing mills	40.6	39.9	40.3	1.74	1.73	1.71	70.55	69.05	68.95
Furniture	42.4	42.1	41.5	1.49	1.48	1.46	63.00	62.45	60.46
Other wood products	42.5	42.4	42.5	1.36	1.36	1.34	57.81	57.57	56.77
Paper products	40.9	40.8	41.2	2.21	2.21	2.15	90.34	90.34	88.82
Pulp and paper mills	41.0	41.1	41.4	2.39	2.40	2.33	97.85	98.36	96.35
Other paper products	40.7	40.3	40.8	1.74	1.72	1.67	70.59	69.19	68.25
Printing, publishing and allied industries	38.9	38.7	38.7	2.28	2.27	2.20	88.66	87.63	85.05
*Iron and steel products	40.9	40.8	40.2	2.16	2.16	2.12	88.41	88.07	85.27
Agricultural implements	40.3	39.7	39.9	2.24	2.22	2.16	90.19	88.22	86.34
Fabricated and structural steel	39.9	40.7	40.8	2.12	2.10	2.07	84.52	85.50	84.42
Hardware and tools	42.0	42.0	41.5	1.81	1.80	1.78	75.97	75.67	73.85
Heating and cooking appliances	40.7	39.4	39.8	1.83	1.82	1.80	74.49	71.75	71.60
Iron castings	42.2	41.7	40.2	2.05	2.05	2.00	86.57	85.50	80.38
Machinery, industrial	41.4	41.5	41.1	2.01	2.01	1.98	83.11	83.40	81.22
Primary iron and steel	40.1	40.0	39.5	2.57	2.57	2.54	102.99	103.08	100.25
Sheet metal products	40.8	40.9	40.0	2.10	2.09	2.07	85.79	85.43	82.85
Wire and wire products	41.1	41.3	40.6	2.12	2.11	2.05	87.05	87.12	83.20
*Transportation equipment	41.4	40.5	40.2	2.19	2.17	2.09	90.84	87.68	84.01
Aircraft and parts	41.8	41.9	42.1	2.15	2.14	2.11	89.76	89.56	88.79
Motor vehicles	44.5	40.7	39.3	2.46	2.37	2.29	109.26	96.43	89.98
Motor vehicle parts and accessories	40.9	40.9	40.0	2.15	2.14	2.09	87.76	87.56	83.53
Railroad and rolling stock equipment	39.4	39.0	39.7	2.10	2.08	1.96	82.83	81.00	78.04
Shipbuilding and repairing	39.8	39.6	39.3	2.13	2.09	2.00	84.48	82.93	78.56
*Non-ferrous metal products	40.5	40.6	40.6	2.14	2.14	2.11	86.62	87.14	85.73
Aluminum products	41.1	41.4	41.3	1.89	1.91	1.86	77.95	78.92	76.92
Brass and copper products	41.1	41.3	40.1	2.03	2.02	1.99	83.44	83.34	80.02
Smelting and refining	40.1	40.2	40.4	2.38	2.39	2.34	95.43	96.01	94.46
*Electrical apparatus and supplies	41.0	41.4	40.1	1.91	1.91	1.87	78.33	79.12	75.01
Heavy electrical machinery and equipment	40.5	40.9	39.8	2.12	2.12	2.06	85.81	88.71	81.87
Telecommunication equipment	41.0	41.7	40.2	1.77	1.77	1.75	72.74	73.75	70.51
Refrigerators, vacuum cleaners and appliances	40.0	40.3	39.1	1.94	1.95	1.93	77.66	78.43	75.27
Wire and cable	42.0	41.8	41.0	2.12	2.11	2.03	89.08	88.17	83.34
Miscellaneous electrical products	41.3	41.7	40.3	1.82	1.82	1.76	75.12	76.06	70.84
*Non-metallic mineral products	41.8	41.6	40.7	1.92	1.92	1.87	80.32	79.72	75.90
Clay products	41.0	41.7	40.5	1.73	1.72	1.68	70.83	71.69	68.13
Glass and glass products	41.1	41.1	40.3	1.91	1.91	1.85	78.30	78.56	74.69
Products of petroleum and coal	40.7	40.7	41.1	2.65	2.67	2.54	107.79	108.44	104.39
Chemical products	40.7	40.7	40.6	2.08	2.07	2.02	84.73	84.50	81.76
Medicinal and pharmaceutical preparations	39.4	39.9	40.2	1.60	1.61	1.54	63.20	64.16	62.07
Acids, alkalis and salts	40.5	41.4	40.7	2.38	2.37	2.32	96.59	98.20	94.54
Miscellaneous manufacturing industries	41.6	41.5	41.9	1.53	1.53	1.51	63.71	63.57	63.14
Construction	**40.4**	**39.3**	**40.1**	**2.06**	**2.06**	**2.03**	**83.03**	**80.88**	**81.26**
Building and general engineering	39.2	39.1	39.8	2.25	2.23	2.20	88.14	87.35	87.61
Highways, bridges and streets	42.6	39.5	40.6	1.72	1.72	1.72	73.31	68.14	69.76
Electric and motor transportation	**43.6**	**42.8**	**42.8**	**1.94**	**1.94**	**1.89**	**84.78**	**83.12**	**80.83**
Service	**38.3**	**38.1**	**39.0**	**1.10**	**1.09**	**1.07**	**41.95**	**41.48**	**41.70**
Hotels and restaurants	38.5	38.3	39.3	1.06	1.06	1.05	40.94	40.37	41.16
Laundries and dry cleaning plants	39.2	39.0	39.0	1.04	1.04	1.02	40.87	40.65	39.85

*Durable manufactured goods industries.

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D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1957	28,999	18,200	47,199	378,062	96,250	474,312
May 1, 1958	17,323	13,174	30,497	581,382	165,402	746,784
May 1, 1959	16,883	16,280	33,163	498,897	161,742	660,639
May 1, 1960	15,913	14,487	30,400	581,558	174,874	756,432
May 1, 1961	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962	12,308r	13,073r	25,381r	585,555	161,992	747,547
April 1, 1962(1)	15,184	15,359	30,543	579,641	158,342	737,983
May 1, 1962(1)	25,269	18,868	44,137	496,099	146,551	642,650

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

r Revised figures.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH MARCH 1961—MARCH 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
March 1961	238,863	77,357	49,241	31,280	41,589	22,285
April 1961	215,093	77,950	58,172	32,159	49,354	23,000
May 1961	229,959	88,523	89,371	41,316	81,694	30,861
June 1961	230,718	100,318	81,236	47,267	73,620	37,793
July 1961	231,069	98,915	74,950	44,374	66,017	37,286
August 1961	232,512	100,946	86,849	57,620	76,895	45,527
September 1961	234,100	92,605	84,048	46,469	80,430	38,934
October 1961	262,415	94,783	78,281	39,501	70,797	31,679
November 1961	328,443	108,175	83,750	38,498	70,353	28,162
December 1961	361,979	91,992	62,933	36,436	61,219	35,284
January 1962	343,460	109,466	57,373	35,946	49,668	26,878
February 1962	244,177	75,220	56,595	30,459	48,546	22,688
March 1962	250,908	81,790	60,933	37,064	50,161	27,365

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING MARCH 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March, 1961
Agriculture, Fishing, Trapping	**1,145**	**143**	**1,288**	**− 116**
Forestry	**1,133**	**24**	**1,157**	**+ 342**
Mining, Quarrying and Oil Wells	**968**	**54**	**1,022**	**+ 329**
Metal Mining	597	6	603	+ 298
Fuels	197	23	220	+ 85
Non-Metal Mining	38	4	42	0
Quarrying, Clay and Sand Pits	101	1	102	− 25
Prospecting	35	20	55	− 29
Manufacturing	**13,016**	**7,493**	**20,509**	**+ 5,216**
Foods and Beverages	1,037	1,024	2,061	+ 491
Tobacco and Tobacco Products	16	8	24	− 7
Rubber Products	96	67	163	+ 75
Leather Products	194	299	493	+ 29
Textile Products (except clothing)	512	484	996	+ 469
Clothing (textile and fur)	474	2,207	2,681	+ 532
Wood Products	1,871	288	2,159	+ 560
Paper Products	730	256	986	− 99
Printing, Publishing and Allied Industries	521	488	1,009	+ 206
Iron and Steel Products	2,650	427	3,077	+ 659
Transportation Equipment	2,509	176	2,685	+ 966
Non-Ferrous Metal Products	383	161	544	+ 93
Electrical Apparatus and Supplies	510	622	1,132	+ 514
Non-Metallic Mineral Products	539	124	663	+ 177
Products of Petroleum and Coal	69	11	80	+ 28
Chemical Products	421	319	740	+ 149
Miscellaneous Manufacturing Industries	484	532	1,016	+ 374
Construction	**9,510**	**161**	**9,671**	**+ 1,754**
General Contractors	6,309	100	6,409	+ 952
Special Trade Contractors	3,201	61	3,262	+ 802
Transportation, Storage and Communication	**3,401**	**400**	**3,801**	**+ 134**
Transportation	2,936	205	3,141	− 127
Storage	385	49	434	+ 225
Communication	80	146	226	+ 36
Public Utility Operation	**372**	**62**	**434**	**+ 216**
Trade	**7,864**	**5,043**	**12,907**	**+ 3,595**
Wholesale	3,028	1,072	4,100	+ 953
Retail	4,836	3,971	8,807	+ 2,642
Finance, Insurance and Real Estate	**510**	**1,039**	**1,549**	**+ 361**
Service	**12,242**	**12,946**	**25,188**	**+ 1,821**
Community or Public Service	676	1,313	1,989	+ 238
Government Service	5,461	824	6,285	− 642
Recreation Service	352	148	500	− 2
Business Service	1,522	754	2,276	+ 1,007
Personal Service	4,231	9,907	14,138	+ 1,220
GRAND TOTAL	**50,161**	**27,365**	**77,526**	**+13,652**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 30, 1962 (1)

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,142	2,066	11,208
Clerical Workers	20,299	50,327	70,626
Sales Workers	9,755	21,563	31,318
Personal and Domestic Service Workers	46,991	33,040	80,031
Seamen	4,987	111	5,098
Agriculture, Fishing, Forestry (Ex. log.)	8,017	953	8,970
Skilled and Semi-Skilled Workers	280,168	19,862	300,030
Food and kindred products (incl. tobacco)	2,424	772	3,196
Textiles, clothing, etc.	2,838	11,363	14,201
Lumber and lumber products	47,024	140	47,164
Pulp, paper (incl. printing)	1,435	549	1,984
Leather and leather products	1,328	1,026	2,354
Stone, clay and glass products	997	44	1,041
Metalworking	18,861	984	19,845
Electrical	3,961	974	4,935
Transportation equipment	645	120	765
Mining	4,090	.....	4,090
Construction	81,726	13	81,739
Transportation (except seamen)	56,529	155	56,684
Communications and public utility	1,479	5	1,484
Trade and service	7,177	2,277	9,454
Other skilled and semi-skilled	33,702	1,099	34,801
Foremen	6,885	324	7,209
Apprentices	9,067	17	9,084
Unskilled Workers	200,282	30,420	230,702
Food and tobacco	8,440	10,769	19,209
Lumber and lumber products	24,672	400	25,072
Metalworking	7,552	628	8,180
Construction	106,742	.....	106,742
Other unskilled workers	52,876	18,623	71,499
GRAND TOTAL	**579,641**	**158,342**	**737,983**

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT MARCH 30, 1962

(Source: National Employment Service, Unemployment Insurance Commission.)

Office	(1) March 30, 1962	Previous Year March 30, 1961
Newfoundland	**29,845**	**31,295**
Corner Brook	6,372	6,297
Grand Falls	3,373	3,584
St. John's	20,100	21,414
Prince Edward Island	**5,904**	**5,828**
Charlottetown	3,800	3,642
Summerside	2,104	2,186
Nova Scotia	**38,687**	**41,729**
Amherst	1,316	1,567
Bridgewater	2,086	2,766
Halifax	6,191	7,007
Inverness	1,446	1,414
Kentville	3,558	4,585
Liverpool	841	1,082
New Glasgow	4,705	5,344
Springhill	1,206	1,449
Sydney	9,612	8,357
Sydney Mines	2,070	2,030
Truro	2,295	2,497
Yarmouth	3,361	3,631
New Brunswick	**36,189**	**41,740**
Bathurst	6,308	6,929
Campbellton	3,332	3,937
Edmunston	2,956	3,692
Fredericton	2,556	3,229
Minto	640	709
Moncton(2)	8,551	9,994
Newcastle	3,586	4,045
Saint John	3,350	3,566
St. Stephen	1,707	1,800
Sussex	870	1,015
Woodstock	2,333	2,824
Quebec	**23,680**	**280,491**
Alma	3,605	3,543
Asbestos	937	1,096
Baie Comeau	1,338	1,412
Beauharnois	1,434	1,930
Buckingham	1,779	2,096
Causapscal	3,617	3,880
Chandler	2,835	2,742
Chicoutimi	3,767	3,710
Cowansville	561	659
Dolbeau	2,890	3,230
Drummondville	2,800	2,910
Farnham	734	1,099
Forestville	1,805	1,917
Gaspé	2,583	2,581
Granby	2,556	3,105
Hull	5,169	5,380
Joliette	5,256	5,919
Jonquière	3,601	3,619
Lachute	1,139	1,277
La Malbaie	3,288	3,530
La Tuque	1,277	1,688
Lévis	4,782	6,040
Louiseville	1,654	1,920
Magog	827	915
Maniwaki	1,942	2,282
Matane	4,752	5,103
Mégantic	1,915	2,221
Mont-Laurier	1,911	2,255
Montmagny	3,123	3,540
Montréal	67,285	88,063
New Richmond	2,918	3,007
Port Alfred	2,192	2,153
Québec	16,412	18,394
Rimouski	6,314	6,552
Rivière-du-Loup	8,102	8,658
Roberval	2,650	2,708
Rouyn	4,487	5,210
Ste. Agathe des Monts	1,594	2,100
Ste. Anne de Bellevue	1,270	1,610
Ste. Thérèse	2,547	3,209
St. Hyacinthe	2,282	3,368
St. Jean	2,455	2,891
St. Jérôme	1,844	2,648
Sept-Iles	3,037	3,965
Shawinigan	6,075	7,000
Quebec—Concluded		
Sherbrooke	6,110	7,431
Sorel	2,322	2,960
Thetford Mines	2,087	3,063
Trois-Rivières	6,512	7,549
Val d'Or	3,144	3,454
Valleyfield	2,764	3,393
Victoriaville	2,526	3,266
Ville St. Georges	4,874	5,232
Ontario	**218,403**	**265,830**
Arnprior	558	586
Barrie	1,848	1,925
Belleville	2,518	2,892
Bracebridge	1,968	2,114
Brampton	1,510	2,057
Brantford	3,425	3,574
Brockville	900	991
Carleton Place	414	501
Chatham	2,539	3,401
Cobourg	1,075	1,241
Collingwood	970	1,196
Cornwall	4,042	4,327
Elliot Lake	767	563
Fort Erie	1,059	990
Fort Frances	1,080	1,174
Fort William	3,892	4,305
Galt	1,420	2,474
Gananoque	544	520
Goderich	872	915
Guelph	2,083	2,854
Hamilton	15,310	20 512
Hawkesbury	1,253	1,710
Kapuskasing	1,640	1,956
Kenora	1,539	1,604
Kingston	2,817	2,674
Kirkland Lake	2,044	2,251
Kitchener	3,219	4,592
Leamington	1,192	2,076
Lindsay	914	1,011
Listowel	601	670
London	5,704	6,708
Long Branch	4,217	5,377
Midland	1,498	1,589
Napanee	921	987
Newmarket	1,734	2,122
Niagara Falls	2,978	3,757
North Bay	2,578	3,310
Oakville	853	1,317
Orillia	1,379	1,674
Oshawa	4,356	5,628
Ottawa	8,095	9,469
Owen Sound	2,144	2,778
Parry Sound	951	913
Pembroke	2,676	2,875
Perth	845	842
Peterborough	4,188	5,497
Picton	540	645
Port Arthur	5,978	6,735
Port Colborne	1,201	1,153
Prescott	1,096	1,320
Renfrew	784	805
St. Catharines	5,136	5,964
St. Thomas	1,232	1,609
Sarnia	3,093	3,529
Sault Ste. Marie	3,138	4,552
Simcoe	1,647	1,962
Sioux Lookout	367	477
Smiths Falls	679	775
Stratford	1,175	1,341
Sturgeon Falls	1,323	1,438
Sudbury	5,359	6,333
Tillsonburg	536	1,031
Timmins	3,346	3,607
Toronto	51,686	64,487
Trenton	923	1,198
Walkerton	1,055	1,413
Wallaceburg	783	1,225
Welland	2,423	2,808
Weston	4,202	5,264
Windsor	10,435	11,879
Woodstock	1,136	1,781

TABLE D-5—REGISTRATIONS AT MARCH 30, 1962

(Source: National Employment Service, Unemployment Insurance Commission.)

Office	(1) March 30, 1962	Previous Year March 30, 1961
Manitoba	**34,202**	**36,050**
Brandon	3,212	3,398
Dauphin	2,361	2,619
Flin Flon	237	317
Portage la Prairie	1,645	1,784
The Pas	532	524
Winnipeg	26,215	27,408
Saskatchewan	**26,980**	**28,267**
Estevan	624	756
Lloydminster	695	788
Moose Jaw	2,094	2,227
North Battleford	1,718	1,900
Prince Albert	3,488	3,174
Regina	6,670	6,667
Saskatoon	5,923	6,627
Swift Current	1,399	1,366
Weyburn	736	831
Yorkton	3,633	3,931
Alberta	**40,930**	**46,160**
Blairmore	733	858
Calgary	11,846	12,980
Drumheller	871	880
Edmonton	17,783	21,116
Edson	1,115	944
Grande Prairie	1,265	1,680
Lethbridge	3,627	3,645
Medicine Hat	1,764	1,728
Red Deer	1,926	2,329
British Columbia	**71,162**	**86,626**
Chilliwack	2,050	2,398
Courtenay	933	1,437
Cranbrook	2,449	1,807
Dawson Creek	1,357	1,520
Duncan	718	927
Kamloops	1,776	1,843
Kelowna	1,802	1,985
Kitimat	199	296
Mission City	1,279	1,567
Nanaimo	1,077	1,566
Nelson	1,537	1,510
New Westminster	10,171	11,832
Penticton	1,867	2,226
Port Alberni	718	981
Prince George	1,816	3,197
Prince Rupert	1,754	1,954
Princeton	681	732
Quesnel	1,515	1,970
Trail	1,220	1,363
Vancouver	28,948	36,293
Vernon	2,509	3,050
Victoria	4,107	5,394
Whitehorse	680	778
Canada	**737,983**	**864,016**
Males	579,641	683,034
Females	158,342	180,982

(1) Preliminary subject to revision.

(2) Includes 1274 registrations for the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—January	4,161,000	3,462,500	698,500*
1961—December	4,196,000	3,594,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100
March	4,210,000	3,372,000	838,000
February	4,247,000	3,374,200	872,800
January	4,240,000	3,393,100	846,900

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, FEBRUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,894	4,734	1,160	6,499	5,372	1,127	2,119
Prince Edward Island	1,039	835	204	1,137	1,016	121	274
Nova Scotia	11,431	6,951	4,480	12,212	10,940	1,272	2,673
New Brunswick	8,843	6,825	2,018	9,558	8,076	1,482	2,349
Quebec	65,714	47,295	18,419	67,991	57,307	10,684	19,700
Ontario	66,355	46,101	20,254	70,927	59,986	10,941	17,131
Manitoba	9,222	7,208	2,014	9,322	8,005	1,317	1,972
Saskatchewan	6,209	4,933	1,276	6,630	5,603	1,027	1,529
Alberta	11,862	8,416	3,446	12,448	10,558	1,890	3,384
British Columbia	19,074	12,934	6,140	20,420	16,682	3,738	5,364
Total, Canada, February 1962	205,643	146,232	59,411	217,144	183,545	33,599	56,495
Total, Canada, January 1962	320,216	237,296	82,920	366,468	311,347	55,121	67,996
Total, Canada, February 1961	234,604	166,702	67,902	250,038	217,896	32,142	62,978

*In addition, revised claims received numbered 52,551.

†In addition, 56,431 revised claims were disposed of. Of these, 6,892 were special requests not granted and 2,041 were appeals by claimants. There were 13,489 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, FEBRUARY 28, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage	February 28, 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	718,668	127,532	66,255	153,988	185,869	84,297	32,701	68,026	41.1	872,842
Male	570,314	103,389	52,768	124,055	157,743	67,318	23,305	41,736	44.8	697,239
Female	148,354	24,143	13,487	29,933	28,126	16,979	9,396	26,290	26.9	175,603
Newfoundland	38,172	5,178	3,297	9,850	14,495	2,896	902	1,554	83.6	40,164
Male	36,148	4,917	3,123	9,377	14,029	2,680	793	1,229	85.0	38,101
Female	2,024	261	174	473	466	216	109	325	58.3	2,063
Prince Edward Island	7,749	545	424	1,773	3,615	969	160	263	78.7	7,915
Male	6,497	449	368	1,540	3,102	767	119	152	81.0	6,673
Female	1,252	96	56	233	513	202	41	111	67.1	1,242
Nova Scotia	42,509	7,945	2,962	10,439	11,253	4,306	1,433	4,171	55.4	47,972
Male	37,011	7,085	2,521	9,254	10,254	3,696	1,081	3,120	57.3	42,068
Female	5,498	860	441	1,185	999	610	352	1,051	42.3	5,904
New Brunswick	38,970	5,433	3,370	8,641	12,775	4,649	1,476	2,626	72.9	44,584
Male	32,598	4,811	2,964	7,508	11,029	3,730	1,042	1,514	75.5	38,034
Female	6,372	622	406	1,133	1,746	919	434	1,112	59.3	6,550
Quebec	213,828	41,775	21,353	43,885	54,089	23,191	8,973	20,562	42.5	274,572
Male	175,668	35,321	18,260	37,120	47,069	18,850	6,607	12,441	45.9	224,537
Female	38,160	6,454	3,093	6,765	7,020	4,341	2,366	8,121	27.1	50,035
Ontario	208,089	38,440	20,113	44,056	47,729	24,709	10,217	22,825	24.3	257,967
Male	154,120	28,930	14,799	32,873	38,040	18,895	6,909	13,674	25.6	191,748
Female	53,969	9,510	5,314	11,183	9,689	5,814	3,308	9,151	20.4	66,219
Manitoba	36,336	5,875	3,492	8,009	9,896	4,637	1,663	2,764	35.3	39,390
Male	28,472	4,478	2,543	6,201	8,280	3,779	1,281	1,910	39.9	31,264
Female	7,864	1,397	949	1,808	1,616	858	382	854	18.5	8,126
Saskatchewan	26,980	3,646	2,135	5,793	7,731	4,339	1,388	1,948	52.5	28,398
Male	21,692	2,907	1,661	4,514	6,630	3,734	1,068	1,178	57.0	23,261
Female	5,288	739	474	1,279	1,101	605	320	770	34.1	5,137
Alberta	37,256	7,479	3,585	8,709	8,041	4,763	1,998	2,681	42.2	44,116
Male	28,226	5,880	2,640	6,572	6,619	3,722	1,329	1,464	46.5	35,161
Female	9,030	1,599	945	2,137	1,422	1,041	669	1,217	28.8	8,955
British Columbia	68,779	11,216	5,524	12,833	16,245	9,838	4,491	8,632	31.4	87,764
Male	49,882	8,611	3,889	9,096	12,691	7,465	3,076	5,054	34.1	66,392
Female	18,897	2,605	1,635	3,737	3,554	2,373	1,415	3,578	24.2	21,372

TABLE E-4— BENEFIT PAYMENTS BY PROVINCE, FEBRUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	120,308	2,867,824
Prince Edward Island	25,438	553,172
Nova Scotia	132,538	3,105,439
New Brunswick	114,670	2,545,225
Quebec	679,638	16,864,792
Ontario	706,879	17,373,885
Manitoba	123,655	3,064,322
Saskatchewan	93,859	2,322,687
Alberta	121,569	3,070,080
British Columbia	242,904	6,220,909
Total, Canada, February 1962	2,361,458	57,988,335
Total, Canada, January 1962	2,352,548	57,799,308
Total, Canada, February 1961	2,949,539	70,988,922

*"Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—April	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1962

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1961	February 1962	March 1962					
[1]St. John's, Nfld.	116.5	116.6	116.7	110.7	115.3	110.8	112.2	132.9
Halifax	128.0	129.6	129.4	120.3	137.6	123.3	131.5	140.7
Saint John	129.7	130.7	130.6	123.3	142.0	121.4	124.9	144.5
Montreal	129.0	130.1	130.1	129.7	146.8	106.0	120.4	140.7
Ottawa	130.1	131.0	130.7	122.0	149.9	118.4	123.5	142.7
Toronto	130.9	131.7	131.7	122.8	152.1	117.2	126.1	141.2
Winnipeg	127.0	128.1	128.3	125.2	136.9	118.2	120.4	138.3
Saskatoon—Regina	124.8	126.7	126.8	121.7	124.2	127.8	128.4	132.8
Edmonton—Calgary	124.5	125.1	125.0	118.3	125.2	120.5	128.1	134.2
Vancouver	129.6	129.6	129.1	122.1	136.8	117.2	135.5	136.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: March	20	31	4,328	40,440	0.04
April	20	32	6,437	67,880	0.07
May	35	50	12,182	106,320	0.10
June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	2	1,040	10,410
Manufacturing	27	8,649	112,490
Construction	7	1,984	7,510
Transpn. & utilities	4	187	1,270
Trade	4	109	1,950
Finance	...	...	...
Service	2	457	10,170
Public administration	...	...	...
All industries	46	12,426	143,800

TABLE G-3—STRIKES AND LOCKOUTS MARCH 1962, BY JURISDICTION

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	4	894	3,300
New Brunswick	1	35	170
Quebec	7	5,922	42,230
Ontario	21	5,104	91,350
Manitoba	1	16	10
Saskatchewan	...	...	...
Alberta	2	167	1,710
British Columbia	9	260	5,000
Federal	1	28	30
All jurisdictions	46	12,426	143,800

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
MINES						
Metal						
Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450 (112)	9,230	50,630	Oct. 20 Mar. 29	Job classification, sickness and accident insurance, seniority, union security ~ Job classification, grievance procedure, seniority, pension plan, union security; wage increase of 2.5% over 3-yr. period.
Campbell Chibougamau, Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	590	1,180	1,180	Mar. 27 Mar. 29	Slow progress of negotiations ~ Return of workers with signing of 3-yr. contract.
MANUFACTURING						
Rubber						
Goodyear Tire and Rubber, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200 (1,000)	400	600	Feb. 28 Mar. 5	Piece-work procedures~Return of workers; piece-work procedures to be discussed.
Textiles						
Montrose Worsted Mills, Granby, Que.	Textile Federation (CNTU)	245	370	370	Mar. 1 Mar. 5	Dismissal of two workers ~ Two workers reinstated.
Canadian Celanese, Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,950	24,380	24,380	Mar. 17	Wages, hours, Rand formula, health plan, seniority~
Knitting Mills						
Nova Scotia Textiles, Windsor, N.S.	United Textile Workers Loc. 159 (AFL-CIO/CLC)	150	150	150	Mar. 30	New piece-work rates following installation of automatic machinery~
Wood						
Western Plywood (Alta.) Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	125	1,630	1,630	Mar. 15	Wages, hours, union security~
Furniture and Fixtures						
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	104	310	14,810	Sept. 8 Mar. 6	Union security ~ Return of workers pending negotiations
Primary Metals						
Dominion Iron and Steel, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	673	2,880	2,880	Mar. 12 Mar. 20	Re-scheduling of mill force ~ Return of workers.
Quebec Iron and Titanium, Tracy, Que.	Metal Trades Federation (CNTU)	1,050	2,250	2,250	Mar. 15 Mar. 19	Reduction of wages due to job evaluation ~ Return of workers, negotiations on job evaluation to be resumed.
Barber Die Casting, Hamilton, Ont.	Steelworkers Loc. 4153 (AFL-CIO/CLC)	115	120	120	Mar. 30	Grievance procedures~
Metal Fabricating						
American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	160	960	960	Mar. 2 Mar. 12	Existing incentive bonus ~ Return of workers.
Transportation Equipment						
Chrysler Corporation, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	3,000	66,000	87,000	Feb. 19	Wages, fringe benefits~
Non-Metallic Mineral Products						
Pilkington Glass (Danforth Road Plant), Toronto, Ont.	Glass and Ceramic Workers Loc. 295 (AFL-CIO/CLC)	324	6,480	6,480	Mar. 5 Apr. 2	Wages ~ Signing of 2-yr. agreement.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
CONSTRUCTION Meco Electric, Smiths Falls, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	183	920	920	Mar. 7 Mar. 14	Non-fulfilment of contributory portion of pension plan, minor grievances~New contract with 10¢ per man-hour welfare payment; adjustment of grievances and travelling time.
Quebec Hydro, Carillon, Que.	Building trades unions	1,600	4,800	4,800	Mar. 9 Mar. 12	Wages~Terms of settlement not reported.
TRANSPN. & UTILITIES *Power, Gas and Water* Ottawa Sanitation Services, Ottawa, Ont.	Public Employees Loc. 814 (CLC)	108	760	760	Mar. 7 Mar. 16	Wages ~ Wage increases during 2nd. and 3rd. yr. bringing drivers rate to $79.36 a wk.; former city employees, loaders $1.70 an hr., others $1.68, other improvements.
SERVICE INDUSTRIES *Personal Services* Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	445	9,850	175,220	Apr. 24	Wages, notice of lay-off~

Figures in parentheses indicate the number of workers indirectly affected.

Collective Bargaining Scene

(*Continued from page 523*)

NORTH YORK TOWNSHIP, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 500 empl.—wage increases of 7½¢ an hr. retroactive to Jan. 1, 1962 and of 7½¢ an hr. additional in 1963; afternoon and night shift premiums increased to 10¢ and 12¢ respectively (formerly 8¢ and 10¢).

NORTHERN ELECTRIC, BELLEVILLE, ONT. & MONTREAL, QUE.—EMPL. ASSN. (IND.) (PLANT EMPL.): 1-yr. agreement covering 7,300 empl.—wage increases ranging from 3¢ to 7¢ an hr. for day wkrs., 3¢ to 6¢ an hr. for incentive wkrs. and of 8¢ an hr. for skilled tradesmen retroactive to Feb. 23, 1962; in addition, maximum merit rates of employees in the Telephone Contract Division at St. Laurent will be increased by 2¢ an hr.; wage increases ranging from 2¢ to 7½¢ an hr. for installation employees in the Eastern Region; 8 paid holidays—when falling on weekends, to be observed on succeeding Monday (formerly, observance on alternative day applied only to Christmas and New Year's Day); 3 wks. vacation for empl. with 15 to 25 yrs. of service plus 1 additional day for each yr. of service after 25 yrs.; 4 wks. vacation after 29 yrs. of service (formerly after 30 yrs.); new base rate will be $1.83 an hr.

NORTHERN ELECTRIC, MONTREAL, QUE.—OFFICE EMPL. ASSN. (IND.): 1-yr. agreement covering 2,200 empl.—salary increases ranging from $3.50 to $15 a mo. retroactive to March 3, 1962; 8 paid holidays—when falling on weekends, to be observed on succeeding Monday (formerly, observance on alternative day applied only to Christmas and New Year's Day); improvements in vacation provisions.

SWIFT CDN. (6 PLANTS), CANADA-WIDE—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 6¢ an hr. eff. April 1, 1962 and of 5½¢ an hr. additional eff. April 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 2 days bereavement leave with pay (formerly 8 hrs.); company will pay full cost of work clothing (no previous provision); labourer's rate in Toronto after April 1, 1963 will be $2.04 an hr.

TORONTO ELECTRIC COMMISSIONERS, ONT.—PUBLIC SERVICE EMPL. (CLC): new agreement covering 700 empl.—terms of settlement not immediately available.

VANCOUVER CITY, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general salary increase of 1¾%; new salary for fire fighter (first yr.) will be $365 a mo.

VANCOUVER POLICE COMMISSIONERS BD., B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 750 empl.—general salary increase of 1¾% plus an increase in service pay from $2.50 to $3.50 a mo. after completion of 5 yrs. of service; probationer constable's salary will be $365 a mo.

HIRAM WALKER & SONS, WALKERVILLE, ONT.—DISTILLERY WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increase of 7¢ an hr. retroactive to Jan. 1, 1962; wage increases ranging from 8¢ to 12¢ an hr. eff. Jan. 1, 1963 and additional wage increases ranging from 10¢ to 14¢ an hr. eff. Jan. 1, 1964; 4 wks. vacation after 20 yrs. of service (previously after 25 yrs.); majority of wkrs. will be guaranteed 52 wks. of work each yr. and the others a minimum of 44 wks.; labourer's rate after Jan. 1, 1964 will be $2.38 an hr.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS 1928-1961

—	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949[1]	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950[1]	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951[1]	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952[1]	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953[1]	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954[1]	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955[1]	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957	92	141	23	185	209	340	42	207	66	2	80	.....	1,387
1958	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959	101	143	72	175	195	297	33	182	50	2	76	.....	1,326
1960	69	131	27	180	186	199	36	154	51	2	99	.....	1,134
1961[2]	68	98	38	123	171	223	35	153	48	1	79	.....	1,037

[1] Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

[2] These figures are preliminary. They include 861 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 176 compiled from other sources some of which will presently be reported by the Boards. The 176 fatalities were distributed as follows: Agriculture 66; Logging 6; Fishing and Trapping 25; Mining 5; Manufacturing 10; Construction 20; Public Utilities 2; Transportation, Storage and Communications 26; Trade 3; Finance 0; Service 13.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1961[1]													1960[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:																									
Tools																									
Machinery																		1		1					2
Belts, pulleys, chains, lines, etc.																									
Working materials																									
Nails and spikes																									
Buildings and structures (including parts of these such as doors, windows, etc.)																	1	1							2
Working surfaces																			1						1
Miscellaneous																									
Total																	**1**	**2**	**1**	**1**					**5**
Struck by:																									
Tools															1			1			1				3
Machinery		1		2	3	3			1		1		11	1	1		1	1	1	1	1				7
Belts, pulleys, chains, lines, etc.		1			2	3		1			1		8		1		5		2						8
Cranes, derricks, other hoisting or conveying apparatus		1			1	5		2	1				10				4	6	5		1	1			17
Automobiles or trucks					2	7	1	4	4		7		25				1		12	1	2	3		7	26
Tractors, loadmobiles, etc.				1		4		2	1				8	1					4					1	6
Mine or quarry cars				2									2				3								3
Trains or other railway vehicles						2	1	16	1				20	1			2	2	2		11			2	20
Streetcars																									
Other motor-driven transportation vehicles, N.E.C.								1					1												
Man-powered vehicles and craft																									
Objects thrown or kicked back by tools				1		2							3						2						2
Objects thrown or kicked back by machines				1	2	1	1		1		1		7	1	2			6	1						10
Objects being hoisted or conveyed		2		1	4	6			1		1		15		2			5	1	1					9
Objects falling or flying in mines and quarries		1		9		1							11				29								29
Materials being handled by fellow worker		1		2		1	2						6				2	2			1				5
Materials being handled by victim		2		1	1	2					1		7		3		1	4	2						10
Materials falling from stockpiles and loads	2	10			4	5		3	2				26		15		1	17	2						35
Another person (other than acts of violence)								1					1												
Animals	3				1						1		5	3							1				4
Falling trees or limbs	3	40			4	4					3		54	2	47		1	1					4		55
Landslides or cave-ins		1		12	1	9			1		7		31		1		11	1	18			1	1		33
Flying particles	1			2	1						1		5	1			2		1				1		5
Animal-drawn vehicles														1											1
Miscellaneous		1			4	5		1			1		12				1	1	2	1					5
Total	**9**	**61**		**34**	**30**	**60**	**5**	**31**	**13**		**25**		**268**	**11**	**73**		**64**	**47**	**55**	**4**	**18**	**5**		**16**		**293**

Caught In, On or Between:																												
Machinery	3			1	5			1	1		1		12	2	1		2	11	3		1			1		21
Belts, pulleys, chains, lines, etc.	1				1								2		1		2	3			2					8
Elevators, hoisting and conveying apparatus		2		1	4	8		2			1		18				3	1	1		5			2		12
Buildings and structures (including parts of these such as doors, windows, etc.)								1			1		2						2			1				3
Automobiles and trucks	2				3	6	1	3	1				16	1	1		3	4	3		3	1				16
Tractors, loadmobiles, etc.	27	5		1	4	6		3			2		48	1	2		2		7		1			2		15
Mine and quarry cars				6									6				8		1							9
Trains or other railway vehicles	1					2		5					8				1	1	1		2					5
Streetcars																					1					1
Miscellaneous transportation vehicles and craft																										
Materials in use or stored in plant					1								1													
Objects in, water (e.g., logs, caught between boat and wharf)																										
Miscellaneous		1			1			2					4								1			1		2
Total	**34**	**8**		**9**	**19**	**22**	**1**	**17**	**2**		**5**		**117**	**4**	**5**		**21**	**20**	**18**		**16**	**2**		**6**		**92**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)																										
Involving steam railways								5					5		1					1	12	2				16
Involving street railways																										
Involving automobiles and trucks		5		7	17	21	2	33	10		10		105	3	7		5	28	20	1	36	21		14		135
Involving tractors, loadmobiles, etc.	9	5		3		7		2					26	33	6		6	2	14		5			4		70
Involving mine and quarry cars																										
Involving water craft			1					5					6					1								1
Involving aircraft	1			1	4	8		15			2		31		1	5	4				12			3		25
Involving other transport agencies								2			1		3								1					1
Involving elevators and other hoisting and conveying apparatus																										
Involving animal-drawn vehicles and implements																										
Involving miscellaneous agencies																										
Total	**10**	**10**	**1**	**11**	**21**	**36**	**2**	**62**	**10**		**13**		**176**	**36**	**15**	**5**	**15**	**31**	**34**	**2**	**66**	**23**		**21**		**248**
Falls and Slips																										
(a) falls on same level																										
Due to rough ground or floor surfaces																										
Due to collapse of resistance						2							2						1							1
Due to tripping over or stepping on object																								1		1
Due to slippery surface		1			1							1	3								1	1		2		4
Due to slipping while handling materials				3	2	1							6		1				1							2
Due to slipping while operating machines					1								1					1			1					2
Due to physical condition of workman				2	2	1							5					1								1
Due to vehicles in motion (other than struck by, collision, etc.)														4					1							5
Miscellaneous																					1					1
Sub Total		**1**		**5**	**6**	**4**						**1**	**17**	**4**	**1**			**2**	**3**		**3**	**1**		**3**		**17**

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1961[1]													1960[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
(b) falls to different levels																									
From ladders or stairs	....	....	....	....	4	5	1	1	2	1	3	....	17	....	....	1	....	1	9	....	....	2	1	3	....	17
From scaffolds and stagings	....	....	....	3	6	22	....	1	2	....	3	....	37	....	....	....	1	6	13	....	2	....	....	3	....	25
From platforms, ramps and stationary vehicles	....	....	....	....	1	2	....	....	....	....	1	....	4	....	....	....	1	2	5	1	2	2	....	1	....	14
From buildings, roofs and towers	....	....	....	....	3	14	1	1	1	....	3	....	23	....	....	....	1	4	11	2	1	1	....	....	....	20
From bridges, trestles and catwalks	....	....	....	....	....	5	1	....	1	....	1	....	8	....	1	....	....	1	3	....	....	....	....	1	....	6
From poles, trees, logs and stumps	....	....	....	....	....	....	2	....	....	....	....	....	2	....	....	....	....	....	....	....	1	....	....	1	....	2
From stockpiles and loads	1	....	....	....	3	....	....	1	....	....	....	....	5	2	1	....	3	....	....	....	....	....	....	....	....	6
From moving railway vehicles	....	....	....	1	....	....	....	4	....	....	....	....	5	....	....	....	....	1	....	....	4	....	....	....	....	5
From other moving transportation vehicles	3	1	....	....	2	1	....	....	....	....	1	....	8	5	1	....	1	1	2	....	....	....	....	....	....	10
Into holds of vessels	....	....	....	....	1	....	....	2	....	....	....	....	3	....	....	....	....	....	....	....	3	....	....	....	....	3
Into shafts, pits, excavations, etc.	....	....	....	6	1	5	....	....	1	....	....	....	13	1	....	....	5	1	2	....	....	2	....	....	....	11
Into rivers, lakes, sea or harbours	1	16	35	1	8	6	....	13	1	....	1	....	82	1	24	20	3	12	8	3	20	3	....	8	....	102
Into storage bunkers	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	1	....	....	....	....	....	....	....	1
Into tanks, vats or kilns	....	....	....	1	....	....	....	....	....	....	....	....	1	....	....	....	....	2	....	....	....	....	....	....	....	2
Miscellaneous falls to different level	1	....	....	....	3	5	....	1	1	....	2	....	13	....	....	....	....	1	4	....	....	....	....	1	....	6
Sub Total	**6**	**17**	**35**	**12**	**33**	**65**	**5**	**24**	**9**	**1**	**15**	**1**	**222**	**9**	**27**	**21**	**15**	**33**	**57**	**6**	**33**	**10**	**1**	**18**	....	**230**
Total	**6**	**18**	**35**	**17**	**39**	**69**	**5**	**24**	**9**	**1**	**15**	....	**239**	**13**	**28**	**21**	**15**	**35**	**60**	**6**	**36**	**11**	**1**	**21**	....	**247**
Conflagrations, Temperature Extremes and Explosions:																									
Conflagrations	5	....	1	3	1	2	1	1	2	....	4	....	20	....	2	....	1	1	3	....	1	1	....	7	....	16
Exposure to welding flashes	....	....	....	....	....	3	....	....	....	....	....	....	3	....	....	....	....	....	....	....	....	....	....	....	....	....
Exposure to cold or cold substances	....	....	....	1	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	....	....	....	....	1
Exposure to steam or other hot vapours	....	....	....	....	....	1	....	....	1	....	....	....	2	....	....	....	....	1	....	....	....	....	....	....	....	1
Exposure to hot liquids or molten metal	....	....	....	....	2	....	....	....	....	....	....	....	2	....	....	....	....	1	....	....	....	....	....	....	....	1
Exposure to heat or hot substances, N.E.C.	....	....	....	....	1	1	....	....	....	....	....	....	2	....	....	....	....	....	1	....	....	....	....	1	....	2
Explosions—blasting accidents	....	1	....	3	....	....	1	....	....	....	....	....	5	....	....	....	8	1	1	....	....	....	....	....	....	10
Explosions of coal and/or dust	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Air blasts (bumps) in mines	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of steam pressure apparatus	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
Explosions of liquid air, gas pressure apparatus and containers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	....	....	....	....	....	2
Explosions of gasoline and/or oil	1	....	....	1	4	2	2	....	2	....	....	....	12	....	1	....	1	4	4	....	....	2	....	1	....	13
Explosion of chemicals	....	....	....	....	2	....	....	....	1	....	....	....	3	....	....	....	....	2	....	....	....	....	....	3	....	5
Ammunition and firearms (accidental)	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	....	....	....	....	1	....	1
Other explosions	....	....	....	....	....	1	....	2	....	....	1	....	4	....	1	....	1	2	....	....	....	3	....	....	....	7
Total	**6**	**1**	**1**	**8**	**10**	**10**	**4**	**3**	**6**	....	**6**	....	**55**	....	**4**	....	**11**	**14**	**11**	....	**1**	**6**	....	**13**	....	**60**

Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:																												
Exposure to acids, alkalis and similar chemicals					1	1							2						1									1
Exposure to poisonous gasses					3	1		2			1		7	2	1		1	4	1	1	3	3		5				21
Exposure to dust (silicosis, etc.)(3)				34	21				1				56				42	16										58
Exposure to poisonous vegetation																												
Exposure to radioactive substances				3									3															
Industrial diseases, N.E.C.					8						2		10					1						3				4
Exposure to miscellaneous poisonous agencies						1							1		1		1											2
Total				**37**	**33**	**3**		**2**	**1**		**3**		**79**	**2**	**2**		**44**	**21**	**2**	**1**	**3**	**3**		**8**				**86**
Contact with Electric Current																												
Lightning accidents	1												1	1	2				1									4
Exposure to or contact with electricity				5	9	18	18	4	1		1		56	1	1		5	10	14	22	7			1				61
Total	**1**			**5**	**9**	**18**	**18**	**4**	**1**		**1**		**57**	**2**	**3**		**5**	**10**	**15**	**22**	**7**			**1**				**65**
Over-Exertion																												
Over-exertion resulting in strains, hernia, etc.	1			2	6	4		8	6		8		35		1		1	6	3		2	1		8				22
Total	**1**			**2**	**6**	**4**		**8**	**6**		**8**		**35**		**1**		**1**	**6**	**3**		**2**	**1**		**8**				**22**
Miscellaneous Accident Types																												
Violence					1			1			1		3								1		1	3				5
Bites, stings, etc., by animals, reptiles and insects																												
Infection, N.E.C.																												
Miscellaneous	1		1		3	1		1			1		8	1		1	3				4			2				11
Total	**1**		**1**		**4**	**1**		**2**			**2**		**11**	**1**		**1**	**3**				**5**		**1**	**5**				**16**
Grand Total	**63**	**98**	**38**	**123**	**171**	**223**	**35**	**153**	**48**	**1**	**79**		**1,037***	**69**	**131**	**27**	**180**	**186**	**199**	**36**	**154**	**51**	**2**	**99**				**1,134**

(1) Preliminary.

(2) Revised.

(3) Most of these workers may have been incapictated for some years; this number does not represent the workers who have contracted this disease in 1960 or 1961.

* See footnote (2) Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCES AND INDUSTRIES

Industry	1961[2]												1960[3]											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	....	**3**	....	**8**	**35**	**5**	**4**	**9**	**4**	.....	**68**	....	**1**	**3**	**4**	**6**	**40**	**5**	**6**	**3**	**1**	.....	**69**
Logging	....	....	**2**	**3**	**8**	**20**	**1**	**1**	**4**	**59**	.....	**98**	**2**	....	**1**	**8**	**22**	**19**	.....	.....	**6**	**73**	.....	**131**
Fishing and Trapping	....	....	**22**	**1**	.....	.....	**2**	.....	.....	**13**	.....	**38**	**1**	....	**14**	**1**	....	**1**	.....	.....	.....	**8**	**2**	**27**
Mining and Quarrying	**5**	....	**7**	....	**18**	**44**	**7**	**4**	**16**	**17**	**5**	**123**	**7**	....	**15**	**4**	**21**	**66**	**4**	**8**	**16**	**38**	**1**	**180**
Metalliferous mining	2	.....	.....	.....	12	41	7	1	1	10	4	78	2	.....	.....	.....	17	59	2	2	....	28	1	111
Coal mining	.....	.....	6	.....	.....	.....	.....	1	5	7	.....	19	.....	.....	15	4	.....	.....	.....	1	6	2	.....	28
Non-metallic mineral mining and quarrying, n.e.s.	3	....	1	....	6	3	....	2	10	....	1	26	5	.....	.....	.....	4	7	2	5	10	8	.....	41
Manufacturing	**2**	....	**6**	**6**	**30**	**84**	**3**	**2**	**16**	**22**	.....	**171**	**4**	....	**8**	**3**	**57**	**68**	**6**	**3**	**17**	**20**	.....	**186**
Food and beverages	.....	.....	.....	.....	2	7	1	.....	.....	4	.....	14	.....	.....	2	....	7	7	3	1	4	1	.....	25
Tobacco and tobacco products	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rubber products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	2
Leather products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Textile products (except clothing)	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	2	1	.....	.....	.....	.....	.....	3
Clothing (textile and fur)	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Wood products	.....	.....	.....	3	4	6	2	....	3	10	.....	28	.....	.....	1	3	14	11	.....	.....	4	10	.....	43
Paper products	.....	.....	.....	1	8	4	.....	.....	.....	.....	.....	13	3	....	3	....	8	5	.....	.....	.....	.....	.....	19
Printing, publishing and allied trades	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Iron and steel products	.....	.....	3	.....	8	28	.....	1	4	1	.....	45	.....	.....	2	....	7	24	2	1	4	2	.....	42
Transportation equipment	1	....	3	1	4	7	.....	.....	1	1	.....	18	1	.....	.....	.....	5	1	1	1	2	3	.....	14
Non-ferrous metal products	.....	.....	.....	.....	1	10	.....	.....	.....	4	.....	15	.....	.....	.....	.....	2	6	.....	.....	.....	1	.....	9
Electrical apparatus and supplies	1	.....	.....	.....	.....	2	.....	.....	1	.....	.....	4	.....	.....	.....	.....	1	1	.....	.....	1	1	.....	4
Non-metallic mineral products	.....	.....	.....	.....	.....	6	.....	.....	6	.....	.....	12	.....	.....	.....	.....	3	8	.....	.....	.....	.....	.....	11
Chemical products	.....	.....	.....	.....	2	7	.....	1	1	1	.....	12	.....	.....	.....	.....	5	3	.....	.....	1	1	.....	10
Miscellaneous manufacturing industries	.....	.....	.....	1	1	3	.....	.....	.....	.....	.....	5	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	2
Construction	**10**	....	**7**	**12**	**51**	**65**	**6**	**14**	**38**	**20**	.....	**223**	**2**	**1**	**6**	**7**	**55**	**64**	**6**	**8**	**24**	**26**	.....	**199**
Buildings and structures	7	....	2	4	35	37	2	6	19	2	.....	114	1	1	1	3	36	31	4	3	13	14	.....	107
Highway and bridge	2	....	2	5	7	15	1	1	10	6	.....	49	1	....	2	1	15	25	2	3	11	9	.....	69
Miscellaneous	1	....	3	3	9	13	3	7	9	12	.....	60	.....	.....	3	3	4	8	.....	2	.....	3	.....	23
Public Utilities	.....	....	**1**	.....	**16**	**10**	**1**	**2**	**2**	**3**	.....	**35**	**3**	**2**	.....	**2**	**9**	**9**	**3**	**1**	**2**	**5**	.....	**36**
Transportation, Storage and Communications	**3**	**1**	**6**	**3**	**28**	**56**	**7**	**6**	**11**	**31**	**1**	**153**	**2**	**1**	**10**	**6**	**35**	**44**	**7**	**7**	**17**	**21**	**4**	**154**
Steam railways	1	....	3	1	7	15	4	2	4	2	.....	39	2	....	4	1	12	12	1	1	5	6	.....	44
Street and electric railways	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Water transportation[1]	.....	.....	1	2	11	7	.....	.....	.....	9	.....	30	.....	.....	6	4	9	4	.....	.....	.....	7	2	32
Air transportation[1]	2	.....	.....	.....	.....	6	.....	.....	2	7	1	18	.....	.....	.....	1	6	1	.....	.....	.....	2	2	12
Local and highway transportation	.....	1	1	.....	9	20	2	3	5	13	.....	54	....	1	.....	.....	6	19	5	4	9	5	.....	49
Storage	.....	.....	.....	.....	.....	2	....	1	.....	.....	.....	3	.....	.....	.....	.....	1	7	....	1	2	.....	.....	11

Telegraphs and telephones			1		1	2	1				5						1	1	1	1		4
Express																						
Unclassified						1					1					1						1
Trade	1		1		3	22	3		12	6	48	6			1	8	29		2	9	5		51
Wholesale			1		2	11	2		10	5	31	1				7	5		2	7	1		23
Retail	1				1	11	1		2	1	17	5			1	1	15			2	4		28
Finance						1					1	1				1							2
Service	2		1		19	28	6	6	6	11	79		1	2	4	20	38	3	3	8	17	3	99
Public administration	1		1		18	21	5	5	5	6	62			1	3	19	30	2	3	5	17	3	83
Recreational									1		1		1										1
Laundering, dyeing and cleaning						2					2						1						1
Personal, domestic and business	1				1	5	1	1		5	14			1	1	1	7	1		3			14
Total	23	1	56	25	181	365	41	39	114	186	6	1,037*	28	6	59	40	234	369	34	38	102	214	10	1,134

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

(2) Preliminary figures.

(3) Revised figures for 1960.

* See footnote (2) Table H-1.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1961, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1961 (1)	Per Cent of Total	Total 1960(2)	Per Cent of Total	No. Employed(3) (thousands)
Agriculture	3	2	6	7	10	4	3	6	9	6	.....	3	68	6.6	69	6.1	674
Logging	5	16	13	1	7	7	7	7	8	10	11	6	98	9.5	131	11.6	86
Fishing and Trapping	.....	8	18	1	2	4	.....	.....	.....	1	.....	4	38	3.7	27	2.4	18
Mining and Quarrying	10	8	8	13	15	17	9	8	12	3	12	8	123	11.8	180	15.9	79
Manufacturing	13	12	11	13	15	11	17	22	18	15	10	14	171	16.4	186	16.4	1,515
Construction	14	10	11	11	19	19	28	31	23	31	17	9	223	21.5	199	17.4	406
Public Utilities	3	1	2	2	4	5	4	1	3	2	4	4	35	3.4	36	3.2	77
Transportation, Storage and Communications	13	17	10	8	15	15	10	13	14	22	7	9	153	14.8	154	13.6	432
Trade	4	6	2	3	5	3	2	6	5	5	3	4	48	4.6	51	4.5	983
Finance	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	0.1	2	0.2	239
Service	12	4	8	.....	8	8	6	7	6	9	7	4	79	7.6	99	8.7	1,541
Total	**77**	**84**	**89**	**59**	**101**	**93**	**86**	**101**	**98**	**104**	**80**	**65**	**1,037***	**100.0**	**1,134**	**100.0**	**6,049**

(1) Preliminary figures.
(2) Revised figures.
(3) Annual average compiled from the Labour Force Bulletin published by the Dominion Bureau of Statistics.
* See footnote (2) Table H-1.

TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

(Latest statistics available at press time)

Province	Medical Aid Only[1]	Temporary Disability	Permanent Disability	Fatal	Total
1957					
Newfoundland	4,876	3,743	32	7	8,658
Prince Edward Island	779	606	4	4	1,393
Nova Scotia	9,953	7,003	614	53	17,623
New Brunswick	6,783	7,700	202	26	14,711
Quebec				291	110,401
Ontario	177,154	68,722	2,278	338	248,492
Manitoba	12,508	5,650	226	30	18,414
Saskatchewan	11,191	9,386	174	52	20,803
Alberta	25,808	20,236	784	105	46,933
British Columbia	48,738	25,620	1,322	191	75,871
Total					**563,299**
1958					
Newfoundland	4,663	3,410	91	15	8,179
Prince Edward Island	843	616	6	3	1,468
Nova Scotia	8,961	6,075	651	110	15,797
New Brunswick	7,402	5,773	175	35	13,385
Quebec				206	95,868
Ontario	161,355	64,441	2,440	303	228,539
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,136	9,320	202	41	20,699
Alberta	25,995	19,033	781	103	45,912
British Columbia	40,753	20,951	1,249	156	63,109
Total					**511,544**
1959					
Newfoundland	5,142	4,134	92	17	9,385
Prince Edward Island	1,038	800	20	3	1,861
Nova Scotia	10,373	6,451	591	47	17,462
New Brunswick	7,076	6,336	148	27	13,587
Quebec				186	99,258
Ontario	179,358	70,225	2,612	309	252,504
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,932	9,670	151	47	21,800
Alberta	27,602	19,743	815	117	48,277
British Columbia	41,324	21,717	1,134	161	64,336
Total					**547,058**
1960					
Newfoundland	5,537	4,823	112	26	10,498
Prince Edward Island	1,043	731	13	4	1,791
Nova Scotia	10,336	6,977	529	37	17,879
New Brunswick	11,482	7,585	212	32	19,311
Quebec				220	100,704
Ontario	172,498	64,992	2,710	269	240,469
Manitoba	12,787	8,931	331	22	22,071
Saskatchewan	12,140	9,725	142	25	22,032
Alberta	26,457	19,101	797	116	46,471
British Columbia	38,715	21,518	1,037	161	61,431
Total					**542,657**
1961[2]					
Newfoundland	5,317	3,495	41	11	8,864
Prince Edward Island	889	497	6	2	1,394
Nova Scotia	9,259	6,280	37	32	15,608
New Brunswick	9,097	7,421	223	23	16,764
Quebec				204	99,502
Ontario	175,876	61,148	2,593	273	239,890
Manitoba	12,375	9,019	415	28	21,837
Saskatchewan	12,101	10,029	160	36	22,326
Alberta	29,062	18,976	738	107	48,883
British Columbia	41,556	20,201	1,097	139	62,993
Total					**538,061**

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

[2] Preliminary figures.

Operations of the N.E.S.

(*Continued from page 552*)

The record high levels of activity shown by the main statistical indicators of employment service operations reflect the intensive activity in the employment market, as well as the long-range program of job-finding efforts on the part of NES local offices.

First quarter placements this year increased by 24.3 per cent over the 180,957 placements in the same period of 1961.

The increase was reflected in all regions of the country. The percentage increase in placements by regions were:

Atlantic	9.1
Quebec	16.7
Ontario	40.4
Prairie	19.0
Pacific	20.3

Regional placements in March were:

Atlantic	5,976
Quebec	22,165
Ontario	27,100
Prairie	14,939
Pacific	6,974

Legislation on Women's Work

(*Continued from page 528*)

of suitable rest rooms for women workers is also recommended.

In several Canadian provinces, the law requires that seats be provided for women workers if their occupation permits sitting. In two provinces, the employer is required, where ten or more women are employed in an establishment, to provide a rest room equipped with couches or chairs.

The Occupational Health Services Recommendation of 1959 lists among the functions of occupational health services "pre-employment, periodic and special medical examinations," and specifies that such examinations should ensure particular surveillance over women, young persons and handicapped workers. Legislation in a few provinces of Canada requires pre-employment medical examinations for young persons only.

In Canada, in the absence of legislation, ILO standards are sometimes given effect by collective bargaining. For example, collective agreements may require equal pay for equal work, maternity leave and pre-employment or regular medical examinations. Employers themselves may adopt these standards in personnel policies.

Labour Conditions in Government Contracts

(*Continued from page 557*)

Department of Transport

Chester N S: A B C Construction Ltd, construction of Decca remote monitory bldg. *Sydney N S:* Cabot Construction Co Ltd, construction of control tower cab, Airport. *Dorval Que:* Campbell Bros & Thompson Ltd, relocation of ILS components on runway 061-24R, Montreal International Airport. *La Malbaie Que:* Arno Electric Reg'd, installation of medium intensity runway lighting & low intensity approach lighting for new runway, Charlevoix Airport. *Roberval Que:* H J O'Connell Ltd, construction of runway, Roberval Airport. *Malton Ont:* Louis Donolo (Ontario) Ltd, construction of control tower, Toronto International Airport. *Ottawa Ont:* Dibblee Construction Co Ltd, construction of extension to runway 07-25, Uplands Airport. *Timmins Ont:* M Sullivan & Son Ltd, construction of remote transmitter bldg. *Flin Flon Man:* S M Corbett, clearing of NDB site, Airport. *Kamloops B C:* Peter Kiewit Sons Co of Canada Ltd, extending & strengthening of runway 08-26, taxiway & parking area. *Port Hardy B C:* Ronald H Rothe, demolition & removal of gun butts & lean-to, Airport. *Banks Island (Sacks Harbour) N W T:* South Bend Structures Ltd, renovations to hydrogen generator & balloon inflation system. *Wrigley N W T:* McRae & Associates Construction Ltd, construction of powerhouse & related work.